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## South Florida Seeks to Fire Controversial Prof

In an unprecedented move, the University of South Florida is asking the courts to rule on the constitutionality of a controversial plan to fire a tenured professor accused of having ties to terrorist organizations.

The university's board of trustees, which voted 12-1 last December to recommend the dismissal of Professor Sami Al-Arian, allege he has links to terrorist organizations and poses a threat to students and colleagues.

"In order for us to maintain a climate for academic freedom, we must be able to assure our students, our faculty, our staff and our visitors that USF is a safe place for the pursuit of ideas and free expression," USF president Judy Genshaft said in defence of the board's decision. "Academic freedom exists to promote professors' and students' search for knowledge and understanding, not to be a shield for illegal or improper activities."

Al-Arian was investigated by U.S. federal prosecutors last year, but no charges were filed.

Genshaft's decision to sue Al-Arian in state court as a means of obtaining a ruling on the constitutionality of whether firing Al-Arian would violate his constitutional rights came as a surprise to most faculty members.

"We are baffled by president Genshaft's continuing efforts to evade normal academic due process, especially in this politically sensitive case," said Mary Burgan, general secretary of the American Association of University Professors. Pointing out that the university has legal resources that far out-



Suspended University of South Florida Professor Sami Al-Arian


strip the capacities of an individual faculty member, Burgan noted that "Pre-suing" faculty members as part of an effort to dismiss them is an extremely rare tactic, with ominous and chilling portents for academic freedom."

In February 2002, AAUP appointed an investigating committee to study the issues posed by Al-Arian's threatened dismissal. In

its interim report, the committee indicated its belief that: "... Professor Al-Arian's statements fell well within the ambit of academic freedom, ... [and that other] pending charges against Professor Al-Arian [were] too insubstantial to warrant serious consideration as adequate cause for dismissal."

The charges against Al-Arian begin with a speech he gave in

Arabic more than a decade ago in which he said: "Jihad is our path. Victory for Islam. Death to Israel. Revolution. Revolution until victory. Rolling to Jerusalem." A videotape of the decade-old speech was replayed on television following the terrorist attacks of Sept. 11.

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## Professeur suspendu à l'University of South Florida

DANS un geste sans précédent, l'University of South Florida demande aux tribunaux de décider de la constitutionnalité d'un projet controversé visant à congédier un professeur accusé d'avoir des liens avec des organisations terroristes.

Le conseil d'administration de l'université, qui a voté en décembre dernier à 12 contre un en faveur de la recommandation de congédiement du professeur Sami Al-Arian, prétend que ce dernier est lié à des organisations terroristes et qu'il représente une menace pour les étudiants et ses collègues.

« Afin d'assurer un climat propice à la liberté universitaire, nous devons pouvoir garantir à

nos étudiants, nos professeurs, notre personnel et nos visiteurs que l'USF est un endroit sûr pour la quête d'idées et la libre expression ». À la défense de la décision du conseil d'administration, la rectrice de l'USF, Judy Genshaft, a déclaré que la « liberté universitaire existe pour promouvoir la quête de la connaissance et de la compréhension des étudiants et des professeurs et qu'elle ne sert pas à protéger des activités illégales ou inconvenantes ».


Les procureurs fédéraux américains ont enquêté sur le professeur Al-Arian l'année dernière, mais n'ont déposé aucune accusation contre lui.

La décision de la rectrice Genshaft de poursuivre le professeur Al-Arian devant un tribunal de l'État dans le but d'obtenir un jugement sur la constitutionnalité du congédiement du professeur et de savoir s'il viole ses droits constitutionnels a surpris la plupart des membres du corps professoral.

« Nous sommes déconcertés par les efforts constants de la rectrice Genshaft pour éviter la procédure équitable normale, surtout dans cette affaire délicate sur le plan politique », a déclaré Mme Burgan, secrétaire générale de l'American Association of University Professors. Faisant remarquer que l'université dispose de ressources juridiques

qui dépassent de loin les moyens d'un professeur, elle a soutenu qu'une poursuite préliminaire de professeurs dans le cadre d'une stratégie visant à les congédier est une tactique extrêmement rare qui a l'effet d'une douche froide et qui n'annonce rien de bon pour la liberté universitaire.

En février 2002, l'AAUP a mis sur pied un comité pour enquêter sur les enjeux de la menace de congédiement de M. Al-Arian. Dans son rapport provisoire, le comité a affirmé que les déclarations du professeur Al-Arian entraient dans les paramètres de la liberté universitaire et

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*Nos universités,  
notre avenir.*

### COMMENTARY

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# CAUT ACPPU BULLETIN

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2675, promenade Queensview Drive,  
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;  
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRESIDENT  
Victor Catano

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL  
James Turk

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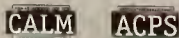
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Questions regarding subscriptions and distribution can be directed to Natalie Savard; Tel: 613/820-2270; Fax: 613/820-7244; Email: [savard@caut.ca](mailto:savard@caut.ca).

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## NEWS ACTUALITÉS

# National Security Bills Go Too Far

SINCE Sept. 11, 2001 the Canadian government has introduced several pieces of legislation dealing with national security. The content of this legislation runs so counter to traditional Canadian notions of democracy that a broad coalition of religious, academic, labour, legal and community groups has risen up in opposition. This dissent has met with mixed success. The centrepiece of the government's initiative, Bill C-36, the Anti-terrorism Act, underwent minor amendment and was passed into law. Bill C-42, the Public Safety Act (a companion piece to Bill C-36), was withdrawn.

## Bill C-42

Bill C-42, while broadly addressing issues of transportation safety, also contained provisions directed at suppressing political dissent, particularly protest activity.

This was most apparent in the section dealing with military security zones. This section would have allowed the Minister of Defence to designate "an area of land or water, a portion of airspace, or a structure or part of one" as a military security zone. Within this zone the army would have complete authority and the power to forcibly remove any "unauthorized" persons. The legislation, in effect, was aimed at creating portable regions of martial law, which the government could impose at will without any parliamentary debate.

In the face of public condemnation, Bill C-42 was withdrawn, rewritten and reintroduced as Bill C-55.

## Bill C-55

Instead of expansive military security zones, Bill C-55 empowers the minister in a more limited way to create "controlled access military zones." These zones exist for the narrower purposes of protecting "defence establishments, defence property outside defence establishments and the property of visiting armed forces." Areas surrounding the defence property can be included within these zones to a "reasonably necessary" extent.

This change has been cautiously acknowledged as an improvement. Amnesty International, for one, has welcomed the narrower scope of powers, but remains concerned that the language in Bill C-55 is still vague enough to allow abuse. Amnesty has suggested the legislation be amended "to explicitly affirm that such zones will be designated and enforced in a manner consistent with human rights, particularly the rights to free expression and assembly."

And, despite the move away from martial law in Bill C-55, other aspects of the legislation are seen by many to be worse than its predecessor.

In response to the government's rush to enact national

security legislation in the wake of Sept. 11, CAUT and many other groups and individuals cautioned that the history of such initiatives is often an unhappy one. Whatever narrow legal purposes are initially offered, the implementation of these new laws has been broad and dangerous. Carefully crafted decrees against "terrorism" or other threats have invariably expanded to clamp down on ordinary criminality, political dissent and minority groups. The internment of Japanese-Canadians during the Second World War serves as a reminder that while the "national security" gain from such actions may be nonexistent, the damage to people's lives can be very real.

In Bill C-55 this danger is most apparent in section 4.82. This section gives the RCMP and the Canadian Security Intelligence Service unrestricted access to the personal information of all Canadian air travellers on flights within Canada and on international routes. This effectively overturns the longstanding rights of Canadians to be protected from warrantless searches for personal information and from compulsory self-identification to police. One of the fundamental privacy rights of Canadians has been the right not to have to identify oneself to state security forces unless under arrest or carrying out a licensed activity such as driving.

Further, section 4.82 also allows the RCMP to obtain and scan passenger lists in search of anyone subject to an outstanding warrant for any offense punishable by imprisonment of five years or more. This enactment has no connection with the purported anti-terrorism purposes of C-55. It is simply a dramatic expansion of police powers without explanation or justification.

Concern over 4.82 has been raised from within government ranks. Liberal MP John McKay characterized it as a classic example of "function creep." According to McKay, with Bill C-55, "you go from terrorism to organized crime to ordinary criminality to invasion of privacy of Canadians who are otherwise law-abiding."

Privacy Commissioner George Radwanski identified similar problems. In a statement to Transport Minister David Collette, he condemned the section and noted: "The precedent set by section 4.82 could open the door in principle to practices similar to those that exist in totalitarian societies where police routinely board trains or establish roadblocks to check identification papers in search of any one of interest to the state."

With respect to the broadening of search powers beyond terrorist suspects, Radwanski asked: "What threats to public safety, and particularly aviation safety, do you believe are likely to be posed by individuals who are wanted or

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# Suspension d'un professeur à l'USF

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que les accusations en instance contre lui avaient trop peu de fondement pour être considérées comme un motif suffisant de congédiement.

Les accusations contre M. Al-Arian ont commencé lorsqu'il a prononcé un discours en arabe il y a plus de dix ans. Il a déclaré : « Le Jihad est notre voie. Victoire pour l'Islam. Mort à Israël. Révolution. La révolution jusqu'à la victoire. En marche vers Jérusalem. » Une vidéo de ce discours a été rediffusée à la télévision à la suite de l'attentat terroriste du 11 septembre.

M. Al-Arian maintient que ses commentaires doivent être placés dans le contexte de la révolte des Palestiniens à cette époque et que la mort d'Israël signifiait, pour lui, la mort de l'occupation par Israël et non pas la mort des Juifs. Il souligne qu'aucun membre de l'administration de l'USF ne l'a accusé d'avoir fait ces déclarations dans ses cours ou sur le campus. D'ailleurs, après le 11 septembre, il a pris la parole devant un certain nombre de groupes chrétiens et juifs à titre d'imam de sa mosquée, et a condamné les attaques terroristes et tous les actes de violence.

Néanmoins, le professeur Al-Arian a été l'objet d'intenses critiques après la diffusion de son discours. L'université a été inondée d'appels et de courriels réclamant son congédiement. Des organismes subventionnaires se sont même interrogés sur sa présence à l'université.

Dans sa poursuite contre M. Al-Arian, l'université invoque, au nombre de ses motifs pour mettre fin à son emploi, le soutien de l'entrée de terroristes aux États-Unis, une campagne de financement d'une organisation terroriste et des activités d'incitation à des actions imminentes et illégales. L'université n'a soumis aucune preuve à l'appui d'activités terroristes.

Malgré cette absence de preuve, le président du conseil d'administration Richard Beard, a réitéré le mois dernier lors d'une conférence de presse, l'opinion de l'université selon laquelle M. Al-Arian est mêlé à des terroristes depuis de nombreuses années. « Il est temps que nous agissions et que nous supprimions ce cancer », a-t-il déclaré.

Après qu'un grand jury fédéral eut enquêté pendant deux ans, au milieu des années 1990, sur les liens de M. Al-Arian avec deux organisations, soit la World Islamic Studies Enterprise, un groupe formé dans le but de créer des liens entre les universitaires occidentaux et musulmans, et le Islamic Committee for Palestine, lequel, selon M. Al-Arian, a été mis sur pied afin de promouvoir la cause palestinienne aux États-Unis, aucune accusation n'a été portée. À la suite d'une enquête individuelle, les conseillers juridiques de l'université n'ont trouvé aucune preuve de méfaits.

M. Al-Arian, qui enseigne depuis 16 ans les sciences informatiques à l'USF, croit que le véritable enjeu dans cette affaire est la liberté universitaire.

« Il s'agit de la capacité d'un professeur à exprimer oralement sa pensée sans avoir à subir de menaces en raison de ses opinions politiques », a dit M. Al-Arian à l'Associated Press.

« Je défends activement la liberté universitaire depuis 28 ans et je n'ai jamais eu connaissance qu'une université ait poursuivi un professeur pour une raison comme celle-là », a confié Roy Weatherford, président de la section Floride-Sud de l'United Faculty of Florida, au Chronicle of Higher Education.

Si les tribunaux autorisent le congédiement du professeur Al-Arian, il sera le premier universitaire à être licencié depuis le 11 septembre à cause de ses déclarations, même s'il les a faites il y a plus de dix ans. ■



## President's Column

## Muzzling Civil Society

By VICTOR CATANO

This September marks the first anniversary of the attack on the World Trade Center by terrorists. Like the Kennedy assassination and the Challenger explosion, the memories associated with that event will forever be with us. Years from now we will be able to recall with clarity where we were and what we were doing when we first heard the news of the attack and the subsequent bravery of those who plowed through the rubble in search of survivors.

What we may not recall in the future is that the aftermath of 9-11 brought with it a sustained attack on academic freedom with the objective of silencing critics of U.S. foreign policy. The American Council of Trustees and Alumni, which is headed by Lynne Cheney, the wife of U.S. Vice-president Dick Cheney has spearheaded this attack. Shades of Joe McCarthy, this group has published lists of academics who, in their opinion, have made statements deemed to be unpatriotic.

American college and university presidents have been quick to take action against academics who have spoken out against U.S. policies. For example, Professor Sami Al-Arian was fired from the University of South Florida for remarks made a decade ago and re-broadcast after Sept. 11. Journalists who raised questions about U.S. actions leading to the attack on the World Trade Center soon found themselves unemployed.

These tactics have been effective — witness the silence of academics as the U.S. prepares for a possible war against Iraq. To protect free speech and academic freedom in the U.S., we have to suppress it!

The U.S. is not alone in taking these actions. In other countries, academics have been jailed or murdered for expressing their views.

In Mexico, 16 American students and their professor were expelled from the country after they joined Mexican teachers in a march on International Workers' Day.

In Egypt, Dr. Saad Eddin Ibrahim, a sociologist and human rights activist, has been sentenced to seven years in prison on grounds of embarrassing the government for his attempts to register voters, monitor elections and report attacks on Coptic Christians.

In Pakistan, Dr. Habibullah Ziaee, a professor at the Islamic University of Islamabad was arrested without any reasons being given for his arrest. His current

whereabouts are unknown, with the suspicion that he will be forcibly returned to Iran where his safety will be at risk.

In Israel, security forces closed the administrative offices of Al-Quds University president Sari Nusseibeh, a moderate Palestinian leader, an action termed "mournful and foolish" by an Israeli cabinet minister.

At Hebrew University in Jerusalem, a bomb attack, along with maiming and killing students, shattered a sense that this university was an oasis, a sanctuary from daily violence, open to Jews and Arabs, as well as foreign students.

Regrettably, some academics have also undermined the academic freedom of their colleagues. In response to the Israeli actions in the West Bank and Gaza Strip at the end of March, some academics have refused to collaborate with Israeli colleagues. In one case two Israeli academics were dismissed from their positions of editorial board members of a U.K.-based journal because of their Israeli nationality.

All of these actions run counter to the UNESCO Declaration on the Rights and Freedoms of Higher Education Teaching Personnel. The UNESCO document states that academic staff, like all other groups and individuals, should enjoy recognized civil, political, social and cultural rights applicable to all citizens and that all academic staff should enjoy freedom of thought, conscience, religion, expression, assembly and association as well as the right to liberty and security of the person and liberty of movement and not be penalized, hindered or impeded in exercising their civil rights as citizens, including the right to contribute to social change through freely expressing their opinion of state policies and of policies affecting higher education.

Academic freedom and freedom of speech are the cornerstones of any democratic society. We academics must be prepared to defend both, lest freedom become "just another word when there's nothing left to lose." CAUT was born in a struggle for academic freedom in the Harry Crowe case and we continue today to protect the rights of academics to teach and to do research without deference to the accepted political, religious or commercial interests. ■

Version française à la page A4.

By GORDON GUYATT

THE financial burden on students is enormous," Sheila Harms says. "The fees are high enough to keep talented students from lower-income families or mature students from applying to medical school."

This conversation occurred almost two years ago when Harms, a McMaster medical student, was reflecting on the explosion in medical tuition fees.

In 1994, medical students at McMaster paid \$3,800 yearly tuition. By 2000, students were paying \$14,000 a year.

The explosion resulted from a 1997 Ontario government decision to deregulate medical tuition fees.

Before 1997, it strictly controlled them. Ontario schools took full advantage of the chance to increase revenues.

By 2001 the average tuition in Ontario's five medical schools was \$11,546. University of Toronto, University of Western Ontario and Mac all had raised fees to over \$14,000.

In April 2002 research published in the Canadian Medical Association Journal supported Sheila

Harms' impression of the impact of rising fees.

The research team, led by four U of T med students, found a decreasing proportion of students from low-income families. Between 1997 and 2000, the percentage who reported a family income of less than \$40,000 fell from about 23 per cent to 15 per cent.

Rising fees have made a bad situation worse. The survey reported that, in contrast to the 15 per cent of med students who come from families with incomes less than \$40,000, almost 40 per cent of Canadian families fall in this low-income range. Fewer than 3 per cent of Canadian families have incomes over \$150,000. The survey found 17 per cent of the students reported these very high family incomes.

Should we care that children from affluent families have a better chance of going to med school and the opportunity for the poor is so limited?

One obvious reason to care is a belief that all Canadians should have similar access to higher education.

Low-income children face significant barriers long before they

might consider a medical education. Since applying to medical school requires they already have a university education, potential applicants who cannot afford education beyond high school are automatically out.

A recent survey reported that lower-income parents of Grade 7 and 8 children in the Maritimes considered university beyond their reach.

With fees rising for all university programs, low-income parents across Canada are increasingly likely to feel the same way.

Issues of fairness are not the only reasons for preferring more diversity among our doctors.

The ideal doctor understands not only the patient's medical issues, but also the life experience from which issues arise. Indeed, particularly in primary care, social and personal issues often have as big an impact on health as physical complaints.

Students from low-income families have a deeper understanding of the social problems of poverty. This understanding benefits not only their patients, but the students

See SOCIETY PAYS Page A7 B3B

## Fund Justifies Higher Fees

By IAN BOYKO

CREATION of the Millennium Scholarship Foundation was announced in the 1998 budget, a belated acknowledgement by the federal government of the student debt crisis. In the face of average debt levels of \$25,000 the foundation was to be the centrepiece of the government's debt reduction strategy.

However, three years after its implementation, the foundation has been an abject failure and a public relations embarrassment for the federal government.

The foundation's mandate and terms of reference, contained in the budget legislation, includes the governance of the foundation as well as the framework under which scholarships are to be disbursed. In theory, the foundation's job is to disburse \$250 million annually in student financial assistance.

In reality the foundation has stumbled from one failure to another. For example, in its first year of implementation the foundation sent students misleading letters telling them they had won a scholarship. In fact, students had "won" nothing; they were simply getting a portion of their student financial assistance from another source.

In essence, these non-scholarships left students confused and no better off. Instead of new funding to actually reduce student debt the foundation created a cumbersome and unnecessary formula that has done little to address the crisis of soaring debt levels.

Money transferred to the provinces in the name of the MSF was

## Millennium Scholarships

The federal government established the publicly funded but privately administered Canada Millennium Scholarship Foundation which began handing out scholarships to students in January 2000. The fund uses the same assessment formula as the Canada Student Loan Program but part-time and graduate students are ineligible. When the fund was announced, the tax exemption on scholarships and bursaries was only \$500. Since that time, the exemption has been raised to \$3000. Millennium Scholarship officials have publicly stated that the increase was a result of pressure on the federal government from the Canadian Federation of Students.

simply rolled into the coffers of provincial governments. The provinces, in turn, signed non-binding agreements to reinvest the savings in augmentations to student financial assistance. To compound the embarrassment, the foundation included sample news releases and encouraged students to celebrate their winnings and share the news with the local community.

The provincial governments' record of reinvestment has been spotty at best. The hasty and ill-conceived structure of the foundation made some provinces resentful participants in negotiations with the foundation.

Nova Scotia simply ignored the agreement and keeps the annual cheques issued by the foun-

dation. The province has misdirected money intended for students, yet the foundation has done virtually nothing to rectify the situation. The foundation has never criticized the Nova Scotia government publicly and has signalled no willingness to withhold further payments.

In Ontario, where approximately 40 per cent of the foundation funds are dumped, the provincial government has directed less than 15 per cent into student financial assistance. The foundation has refused to speak out on behalf of students.

This record of futility is a far cry from then Finance Minister Paul Martin's brave words to the House of Commons in 1998, when he declared the foundation would help those in greatest need and reduce average student debt by \$12,000. Like other promises made in the 1998 budget, this commitment has not been fulfilled and the Millennium Scholarship Foundation stands as a reminder of what happens when public relations stunts trump real commitments to reduce student debt.

Despite the fact (or perhaps because) the foundation has been unable to address the issue of student debt, it has recently embarked on a politically-tainted campaign to downplay the crisis of student debt. Of late, the foundation has taken on the role of partisan think tank in debates about post-secondary education policy.

In appearances before government committees, federal bureaucrats, and university and college

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## Homework!

## Giving a Handicap

Two brothers, Castor and Pollux, run a 100-meter race. Castor wins the race, crossing the finish line when Pollux has run only 95 meters. Out of consideration for his brother's self-esteem, in the second race, Castor starts five meters back from the starting line (so he will run a total of 105 meters to reach the finish line), while Pollux runs the 100 meters as before. If each runs as fast as in the first race, who will win now?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

## Microsoft Partnership Under Fire

A PARTNERSHIP announced last month between Microsoft Canada and the University of Waterloo has unleashed a torrent of criticism from students and faculty.

In a letter to university president David Johnston, the Faculty Association of the University of Waterloo called for the deal to be thoroughly examined by the senate before being finalized.

"We have concerns that Microsoft will be funding curriculum development," faculty association president Catherine Schryer stated. "Consequently we are requesting that the issues involved in this funding announcement be placed early on the next senate agenda. In our view, a full airing of these issues and clarification of the role of Microsoft would be in everyone's best interests."

Under the sponsorship deal, the university will receive \$2.3 million over five years from the Microsoft Academic Innovation Alliance to fund teaching and research programs. In return, the university must use a new Microsoft programming language called Visual C# (sharp) as the primary component of the university's first-year computer programming course. As well, all high school students admitted to the electrical and computer engineering program will have to take an on-line introductory course in Microsoft's language.

"Our concerns stem from the possibility that the established procedure for ensuring effective curriculum might have been circumvented; that the academic freedom of the faculty members involved in teaching these courses could be compromised; that the curriculum in specific courses could be perceived as deriving from an external source; and that the university could be perceived as endorsing an external organization's products," Schryer said in her letter to Johnston.

Student groups have also questioned the deal and have asked for an open forum to debate their concerns.

"The partnership, coupled with the mandatory course changes, sets a dangerous precedent for the autonomy of the university over its own curriculum," the University of Waterloo Engineering Society said in a letter to university officials.

Microsoft's newest programming language was unveiled two years ago as a competitor to rival Sun Microsystems popular Java language. However, unlike Java which runs on all operating systems, C# is compatible only with Microsoft's platform.

"This is a very good deal for Microsoft," said one faculty member who spoke to the Bulletin on the condition of anonymity. "For

relatively little money they can buy the good reputation of the University of Waterloo as the premier computing science school in the country to help them push C# as the new standard in programming."

University officials have received a flood of telephone calls and e-mails from students, faculty, alumni and others expressing concern about the impact of the partnership on the university's academic autonomy. In response, the university has posted details of the deal on its web site intended to answer criticism that the university's independence is for sale.

"We have a long and robust history of accepting funds and other resources from the corporate world and making good use of them, while continuing to assert our intellectual independence," the fact sheet states. "We will continue to do so."

The university also says that while C# will be the "primary vehicle" used in its first-year course, it will not be used exclusively.

Critics say there are still many questions to be answered.

"It's not an issue that's going away any time soon," Jeff Henry, vice-president of the engineering society, told the Kitchener-Waterloo Record.

Version française à la page A11.



## Le mot du président

### La liberté universitaire au centre d'un feu croisé

Par VICTOR CATANO

SEPTEMBRE marque le premier anniversaire de l'attentat terroriste contre le World Trade Center. À l'instar de l'assassinat du président Kennedy et de l'explosion en plein vol de la navette Challenger, les souvenirs associés à cette tragédie nous habiteront pour toujours. Dans de nombreuses années, nous pourrions nous rappeler avec précision où nous étions et ce que nous faisons quand nous avons appris la nouvelle de l'attentat et la bravoure des secouristes qui ont ensuite fouillé les décombres à la recherche de survivants.

Toutefois, nous ne nous souviendrons peut-être pas que, au nombre des contrecoups du 9 septembre, figurent les attaques soutenues contre la liberté universitaire visant à faire taire les critiques de la politique étrangère américaine. L'American Council of Trustees and Alumni, que préside Lynne Cheney, l'épouse du vice-président des États-Unis Dick Cheney, a mené ces attaques. Rappelant Joe McCarthy, ce groupe a publié des listes d'universitaires qui auraient fait, selon lui, des déclarations anti-patriotiques.

Des recteurs des universités et des collèges américains ont promptement pris des mesures à l'endroit des universitaires qui ont critiqué les politiques américaines. L'University of South Florida, par exemple, a congédié le professeur Sami Al-Arian pour des commentaires qu'il a formulés il y a dix ans et qui ont été rediffusés après le 11 septembre. Des journalistes qui se sont interrogés sur les agissements des États-Unis ayant provoqué l'attentat contre le World Trade Center se sont rapidement retrouvés au chômage.

Ces tactiques ont été efficaces, à preuve le silence des universitaires américains au moment où leur pays se prépare à une guerre possible contre l'Iraq. Pour protéger la liberté d'expression et la liberté universitaire aux États-Unis, nous devons la supprimer!

Les États-Unis ne sont pas les seuls à agir de la sorte. Dans d'autres pays, des universitaires ont été emprisonnés ou assassinés pour avoir exprimé leur opinion.

Au Mexique, 16 étudiants américains et leur professeur ont été expulsés du pays après avoir manifesté aux côtés de journalistes mexicains lors de la Journée internationale des travailleurs.

En Égypte, Saad Eddin Ibrahim, sociologue et militant pour les droits humains, a été condamné à sept ans de prison pour avoir embarrassé le gouvernement en tentant d'inscrire des électeurs, d'observer des élections et de rendre compte d'attaques contre des chrétiens coptes.

Au Pakistan, Habibullah Ziaee, professeur à l'université islamique d'Islamabad, a été

arrêté sans motif et personne ne sait où il se trouve. L'on soupçonne qu'il sera renvoyé de force en Iran où sa sécurité sera menacée.

En Israël, les forces de sécurité ont fermé les bureaux administratifs du recteur de l'Université Al-Quds, Sari Nusseibeh, un dirigeant palestinien modéré. Un ministre du cabinet israélien a qualifié ce geste de « triste et insensé ».

Un attentat à la bombe à l'université hébraïque de Jérusalem, mutilant et tuant des étudiants, a détruit la réputation d'oasis et de sanctuaire de cette université qui accueille, loin de la violence quotidienne, Juifs, Arabes et étudiants étrangers.

Malheureusement, certains universitaires ont également sapé la liberté universitaire de leurs collègues. Ainsi, pour répliquer aux actions d'Israël dans la bande de Gaza et en Cisjordanie à la fin de mars, des universitaires ont refusé de collaborer avec des collègues israéliens. Dans un cas entre autres, une revue savante anglaise a congédié deux universitaires israéliens membres du comité de rédaction à cause de leur nationalité.

Toutes ces actions sont contraires à la Recommandation de l'UNESCO concernant la condition du personnel enseignant de l'enseignement supérieur qui précise que, « [c]omme tous les autres groupes et individus, le personnel enseignant de l'enseignement supérieur devrait jouir des droits civils, politiques, sociaux et culturels internationalement reconnus applicables à tous les citoyens. En conséquence, tout enseignant de l'enseignement supérieur a droit à la liberté de pensée, de conscience, de religion, d'expression, de réunion et d'association, ainsi qu'à la liberté et à la sécurité de sa personne, et à la liberté de circulation. Les enseignants devraient pouvoir exercer sans obstacle ni entrave les droits civils qui sont les leurs en tant que citoyens, y compris celui de contribuer au changement social par la libre expression de leur opinion sur les politiques de l'État et les orientations concernant l'enseignement supérieur ».

La liberté universitaire et la liberté d'expression sont les pierres angulaires d'une société démocratique. Nous, universitaires, devons être prêts à défendre les deux, de crainte que la liberté ne devienne un mot comme les autres quand il n'y a plus rien à perdre. L'ACPPU est née au moment de l'affaire Harry Crowe et de la lutte pour la liberté universitaire. Nous continuons aujourd'hui à protéger le droit des universitaires d'enseigner et d'effectuer de la recherche sans égard aux intérêts acceptés d'ordre politique, religieux ou commercial. ■

English on page A3.

## Liberals Challenged to Up PSE Funding

LIBERAL MPs attending a national caucus meeting in Quebec last month were warned that years of federal underfunding have seriously undermined the country's universities and colleges.

CAUT executive director James Turk issued the warning during an invited presentation to members of the government's post-secondary education caucus.

"You have the choice of leaving behind a legacy either as the government that rebuilt Canada's post-secondary education system, or as the government that effectively undermined it," Turk said.

Since the Liberal government first took power in 1993, federal cash contributions to the provinces to help support the core operating costs of universities and colleges have declined by 14 per cent when measured on a per capita basis and adjusted for inflation.

"The impact of these reductions isn't difficult to see ... rising tuition fees and student debt, fewer faculty, larger classes, reduced library holdings, and buildings and facilities that are literally falling apart," Turk said. "The situation is simply not sustainable."

"Just to get federal cash payments back to where they were

in 1993, as a share of our economy, would require an immediate investment of \$1.4 billion," he added.

"We're happy the government has put more money into research in recent years. But the really pressing problems that face our institutions today — from skyrocketing fees to the need to hire new faculty — stem from the continuing shortfall in core operating funding. As long as the government continues to ignore this basic fact, these problems are here to stay."

Version française à la page A5.

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## Conference Explores Plight of Part-Timers

CAUT is stepping up its campaign to educate its members about the overuse and exploitation of contract academic staff.

More than 80 delegates including tenured and contract academic staff from CAUT locals, CUPE members, and representatives of the American Association of University Professors and the American Federation of Teachers attended CAUT's first contract academic staff conference held in Toronto, May 29.

Delegates heard how the university landscape is changing with the rise of contract employment and how in addition to spreading the "stronger together" message, faculty associations should work to educate their members about the impact casualization has on all academics.

And delegates heard the profoundly moving story of activist Barbara Wolf, who was also a guest speaker at the conference. Wolf, a U.S. filmmaker, chronicled her journey editing the footage she collected for her latest work, *A Simple Matter of Justice: Contingent Faculty Organize*, also screened at the conference. A sequel to *Degrees of Shame*, the video workbook on organizing efforts among part-time faculty features five case studies, including the recent organizing drive at Bishop's University, that document how contingent faculty have come together to win improvements in wages and working conditions.

Other conference sessions included lessons on how to build solidarity in a diverse academic labour movement, to specific collective bargaining priorities like negotiating access to a career path. Skills-building workshops focussed on lobbying and working with the media and creative ways to mobilize the membership.

"People in the workshops were really interested in the 'how,'" said Cindy Oliver, president of the College Institute Educators' Association of British Columbia. Oliver facilitated a workshop on job security which profiled CIEA's success-

## COCAL Meets

In December 1996, the first National Congress of Adjunct, Part-time, Graduate Teaching Assistants and Non-Tenure Track Faculty was held in Washington, D.C. Concurrently, the Graduate Student Caucus of the Modern Language Association held a panel on "Making the MLA More Proactive" in part-time faculty issues.

In April 1998, the second annual national congress was held at the CUNY Grad Centre in New York City. The group renamed itself the Coalition of Contingent Academic Labour (COCAL), and a newly-formed steering committee decided the third annual conference would be held the following year in Boston, hosted by activists from the University of Massachusetts, Boston Part-time Faculty Committee of the Faculty-Staff Union.

Faculty leaders of the California Part-time Faculty Association, linking with their East coast colleagues through Internet list serves and e-mail, met in June 2000 and resolved to join the National Alliance for Fair Employment, and to host COCAL IV, the first West coast national conference on contingent academic labour, in January 2001.

Higher education faculty from the U.S. and Canada will meet in Montreal, Oct. 4-6, 2002 for the fifth annual conference. CAUT is a financial sponsor of COCAL V, hosted by the Concordia University Part-time Association.

For more information see [www.cupfa.org/COCALV](http://www.cupfa.org/COCALV).

ful regularization campaign. "They wanted to talk about how to organize non-regular faculty, how to get them to become active members and how to spark solidarity between full and part-time faculty."

Among the many issues raised was the need for increased communication, support and information sharing between individuals and associations representing part-time faculty and a higher profile for contract academic staff issues both locally and nationally. ■

## Peer Review Taken to Task

In response to criticisms of Canada's system of awarding research grants through a peer review process, CAUT has established a task force on peer review, chaired by CAUT past-president Tom Booth.

Booth, who heads the botany department at the University of Manitoba, said decisions about research grant applications "must be made by colleagues through a peer appraisal process. Our task force will be looking at that process and at ways it can be strengthened and improved."

Other members of the task force are Daniel Guitton, professor of neurology and neurosurgery at the Montreal Neurological Institute and Hospital, McGill University; Ernest Redekop, retired professor of English and former president of the University of Western Ontario Faculty Association; Enakshi Dua, associate professor, school of women's studies, York University; and Leonard Goguen, faculty of education, Université de Moncton. ■

For more information contact Robert Léger ([leger@caut.ca](mailto:leger@caut.ca)).

Version française à la page A11.

## La bourse Stewart Reid décernée

BLUE LAKE, étudiant au doctorat à l'Université Memorial de Terre-Neuve, est le récipiendaire de la Bourse commémorative J.H. Stewart Reid de l'ACPPU pour 2002-2003.

M. Lake, qui étudie à temps plein à la faculté de médecine, cherche le fondement biologique du cancer en observant le développement de la grenouille (*Xenopus laevis*) afin d'étudier le rôle normal de la croissance des gènes régulateurs capables de favoriser la progression des tumeurs cancéreuses. En étudiant le rôle de gènes précis dans le développement, il espère en apprendre davantage sur la cause des anomalies congénitales et du cancer, ce qui peut mener à la création de nouveaux traitements.

M. Lake débute un baccalauréat en sciences avec spécialisation en biochimie et en neurosciences du comportement de l'Université Memorial. Il a été promu au programme du doctorat après seule-

ment vingt mois au programme de la maîtrise. Il est lauréat de nombreuses distinctions et bourses universitaires, notamment une bourse de recherche du doctorat des Instituts de recherche en santé du Canada. M. Lake est co-auteur de plusieurs exposés de synthèse et de communications pour des congrès nationaux et internationaux ainsi que pour des revues scientifiques.

L'ACPPU a créé la bourse commémorative J.H. Stewart Reid grâce à des dons d'associations et de syndicats de professeurs ainsi que de professeurs de partout au Canada dans le but de commémorer le premier secrétaire général de l'Association. La bourse de 5 000 \$ est offerte aux citoyens canadiens ou résidents permanents du Canada inscrits à un doctorat dans une université canadienne. ■

English on page A6.

## National Security Bills Go Too Far

US From PAGE A2

warranted for such offences as fraudulently altering brands on cattle, taking possession of drift timber or unauthorized use of a computer — all Criminal Code offences punishable by prison terms of five or more years."

The outcry against the first round of the government's national security legislation, while only partially successful in stopping the erosion of civil liberties, has had some positive impact, says CAUT executive director James Turk.

"By forcing the government to back away from one of the worst aspects of Bill C-42 (portable martial law) the vigilance of Canadians has been rewarded," Turk said.

To many people and organizations, the passage of Bill C-36 and the problems with Bill C-55 signal the continuing need for robust opposition to the government's "national security" agenda and the need

## Security rests on the strength of civil liberties and human rights.

for a genuine debate on what will bring real security to Canadians.

Critics note that the government's preoccupation with a narrow definition of the dangers the country faces is illustrated by the

water contamination crisis in Walkerton, Ontario. Bill C-55 contains measures aimed at protecting our water supplies from the hypothetical dangers of "terrorism," while the same government ignores the much more immediate threat to our water supply of government underfunding and privatization.

"Security of Canadians rests on the strength of the civil liberties and human rights that residents enjoy, by the power of our culture to sustain tolerance and convey a critical understanding of the world, and by the quality of our public infrastructure — schools, universities, hospitals, roads, sewer systems and the like," Turk said. "We cannot allow these to be compromised." ■

## Values Appraisal Doesn't Go Far Enough

US From PAGE A12

Therefore we have to look more deeply and ask ourselves what the outside forces are that now reshape tertiary education and why they have so much power.

When read from this perspective, the book is less informative than it might have been. This is due to it having arisen from a local quarrel involving the University of Melbourne and the Melbourne University Press (Afterword) which, for several of the contributors to the volume, highlighted the problems in existence in Australian universities, especially the long- and short-term effects produced by central administra-

tions which appear to be gaining power at the expense of teaching and research faculty.

I welcome the information and the arguments presented in this volume. But we need to push our analyses further and explore how higher education can once again be connected with a project for developing better societies than those which exist, societies which also value truth, criticalness, in-depth, long-term inquiry, and some form of equality and social justice among their members. ■

Dieter Misgeld is professor of theory and policy studies at the Ontario Institute for Studies in Education of the University of Toronto.

## Le sous-financement imposé par les Libéraux nuit à l'éducation

Les députés fédéraux présents au caucus national qui a lieu au Québec le mois dernier ont été prévenus que les nombreuses années du sous-financement imposé par le gouvernement fédéral avaient nuit gravement aux universités et collèges du pays.

James Turk, directeur général de l'ACPPU, a adressé cet avertissement lors d'un exposé qu'il a été invité à faire devant les membres du comité du gouvernement responsable de l'enseignement postsecondaire.

« L'héritage que vous choisirez de laisser sera soit celui d'un gouvernement qui a reconstruit le système d'enseignement postsecondaire, ou soit celui d'un gouvernement qui l'a miné », a-t-il déclaré.

Depuis l'arrivée au pouvoir

du gouvernement libéral en 1993, les contributions pécuniaires que le gouvernement fédéral a versées aux provinces pour les aider à financer les coûts de fonctionnement de base des universités et collèges ont diminué de 14 p. 100 par habitant et après correction pour l'inflation.

« Les conséquences de ces réductions sont facilement visibles : à preuve l'augmentation des frais de scolarité et l'endettement des étudiants, la diminution du nombre de professeurs, des classes plus populaires, la réduction du fonds des bibliothèques et la vétusté des édifices et des installations. La situation est tout simplement intenable », a affirmé M. Turk.

Il a ajouté que pour rétablir les versements en espèces à leur

niveau de 1993, en proportion de notre économie, il faudrait un investissement immédiat de 1,4 milliards de dollars.

« Nous nous félicitons que le gouvernement ait injecté plus de crédits dans la recherche au cours des dernières années. Toutefois, les problèmes criants auxquels font face nos établissements d'enseignement à l'heure actuelle, notamment des frais de scolarité qui grimpent en flèche et le besoin de recruter de nouveaux professeurs, découlent du déficit permanent du financement de base. Tant que le gouvernement continuera à faire fi de cet élément fondamental, ces problèmes perdureront. » ■

English on page A4.

## Des frais de scolarité plus élevés

La majorité des étudiantes et étudiants canadiens devront sortir plus d'argent pour payer leurs frais de scolarité encore une fois cette année révèle la dernière enquête de Statistique Canada sur les frais de scolarité.

En 2002-2003, les étudiants inscrits à un programme universitaire de premier cycle paieront en moyenne 4,1 p. 100 de plus en frais de scolarité que l'année précédente, soit l'augmentation la plus importante en trois ans. De 1990-1992 à 2000-2001, les frais de scolarité moyens des étudiants inscrits à un programme de premier cycle se sont accrues de 135 p. 100. Il s'agit d'une hausse six fois plus rapide que celle du taux d'inflation enregistré pendant la même période.

« Les universités canadiennes risquent de redevenir des établissements élitistes, car les frais de scolarité croissent de manière incontrôlable », a déclaré le président de l'ACPPU, Victor Catano. « Dans l'ensemble du pays, l'admission à nos universités doit se fonder sur le talent et non pas sur la richesse », a poursuivi M. Catano. « Nous de-

vons attirer les plus brillants éléments, pas seulement ceux qui peuvent payer. »

Les frais de scolarité moyens aux programmes de premier cycle seront haussés dans les universités de six provinces : l'Île-du-Prince-Édouard, la Nouvelle-Écosse, le Nouveau-Brunswick, l'Ontario, l'Alberta et la Colombie-Britannique. L'augmentation la plus importante, soit 25,2 p. 100, sera observée en Colombie-Britannique, où le gouvernement a mis un terme à un gel de sept ans des frais de scolarité.

« Ces énormes hausses créent une crise de l'accessibilité », a déclaré Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants. « Les étudiants issus de familles à faible et moyen revenu ont déjà moitié moins de chances que les autres Canadiens de faire des études postsecondaires; les frais de scolarité en hausse creusent donc cet écart. »

Selon M. Catano, la situation est particulièrement plus inquiétante pour les étudiants des deuxième et troisième cycles ainsi que des programmes professionnels qui

continuent de faire face à d'énormes hausses. Les frais de scolarité des programmes des deuxième et troisième cycles se sont accrues de 11,1 p. 100 par rapport à 2001-2002, la hausse la plus forte ayant été enregistrée en Colombie-Britannique, soit 31,2 p. 100. Les étudiants en médecine et en droit seront également aux prises avec les plus importantes hausses en 2002-2003. Les frais de scolarité moyens en médecine augmenteront de 8,1 p. 100 tandis qu'ils enregistreront une hausse de 14,7 p. 100 dans les facultés de droit.

« Non seulement de nombreux étudiants moins nantis se trouvent exclus, mais leur champ d'études est également faussé », a-t-il soutenu. « Comment allons-nous attirer de nouveaux médecins dans les régions rurales, dans la santé publique ou en recherche s'ils doivent rembourser plus de 100 000 \$ en dettes d'études? »

M. Catano a félicité les gouvernements du Québec et du Manitoba qui ont limité la hausse des frais de scolarité pour 2002-2003, et Terre-Neuve qui les a diminués de 10 p. 100. ■

## Cancer Researcher Wins Fellowship

BLUE Lake, a PhD student at Memorial University of Newfoundland, is the recipient of CAUT's 2002-2003 J.H. Stewart Reid Memorial Fellowship.

Lake, a full-time student enrolled in the faculty of medicine, is researching the biological basis of cancer using the frog (*Xenopus laevis*) developmental system to study the normal role of growth regulatory genes capable of promoting oncogenic growth. By studying the role of specific genes in the developmental process, Lake said he "expects to learn more about the cause of birth defects and cancer, which may lead the way to new treatments."

Lake holds a BSc in Biochemistry/Behavioural Neuroscience from Memorial, and was promoted to the PhD program after only 20 months in a master's program. He is the recipient of numerous academic distinctions and awards, including a Canadian Institutes of Health Research Doctoral Research Award, and had coauthored several review articles, papers and presentations for national and international conferences and journals.

The J.H. Stewart Reid Memo-



Blue Lake

rial fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association. The \$5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

Version française à la page A5.

## Tuition Fees On the Rise Again

MOST of Canada's university students will have to dig deeper into their pockets to pay for tuition fees once again this year, according to the latest survey of fees released by Statistics Canada.

In the 2002-2003 academic year, undergraduate students will pay an average of 4.1 per cent more in fees than in the previous year, the biggest jump in three years. From 1990-1991 to 2000-2001 average undergraduate tuition fees increased by 135 per cent, more than six times faster than the increase in inflation recorded over the same period.

"Canada's universities are in danger of returning to their elitist roots as tuition fees spiral out of control," said CAUT president Victor Catano. "As a country, our university admissions must be based on ability, not wealth. We need to

attract the best and brightest, not just those that can afford the sticker price."

Average undergraduate fees are on the rise in six provinces: Prince Edward Island, Nova Scotia, New Brunswick, Ontario, Alberta, and British Columbia. The largest fee hikes will be in B.C., at 25.2 per cent, where earlier this year the provincial government ended a seven-year tuition freeze.

"These massive fee hikes have created a crisis in accessibility," said Ian Boyko, national chairperson of the Canadian Federation of Students. "Students from low- and middle-income families are already less than half as likely as other Canadians to access post-secondary education, and increased tuition fees are widening that gap."

Catano noted the situation is particularly worrisome for gradu-

ate and professional students who continue to face massive increases. Graduate fees increased 11.1 per cent from 2001-2002, with the highest increase in B.C. at 31.2 per cent. Law and medicine students will also face the largest fee increases in 2002-2003. Average medical school fees jumped 8.1 per cent, while law school fees increased 14.7 per cent.

"This not only excludes many less wealthy students, it skews what they study," Catano said. "How are we going to attract new doctors to work in rural areas, or in public health, or go into research careers when they will have debts in excess of \$100,000 to pay back?"

Catano praised the governments of Quebec and Manitoba for limiting tuition fee increases for 2002-2003 and Newfoundland for decreasing them by 10 per cent. ■

## CAUT Explores Working Jointly with AAUP

CAUT is exploring a closer working relationship with the American Association of University Professors. CAUT president Victor Catano and executive director James Turk met with their AAUP counterparts in Washington last month to discuss ways the two organizations could work together.

"We share so many priorities that it makes sense to see how we can help each other," Catano said. "These include common positions on issues such as academic freedom, collegial governance, intellectual property, trade agreements, commercialization and corporatization."

Last year, CAUT and AAUP were cosponsors of a conference on online education. "We are look-

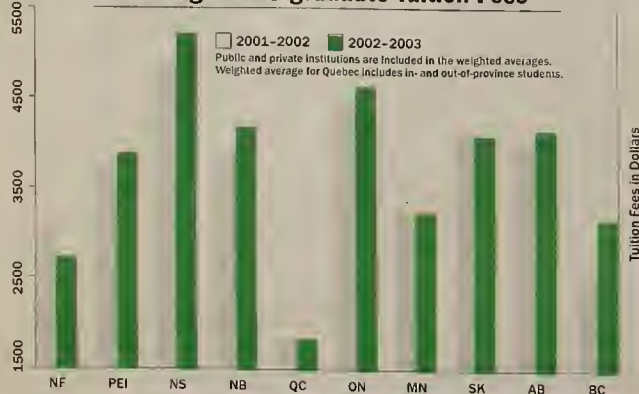
ing at sponsoring more conferences together," Turk said. "We are also considering ways of sharing our respective educational programs, working together in countering the deprofessionalization of faculty work and promoting accessibility."

The two organizations also are negotiating a reciprocal agreement to give visiting AAUP members access to CAUT membership when in Canada and visiting CAUT members privileges of AAUP membership when in the U.S.

Founded in 1915, AAUP has 45,000 members in more than 500 local campus chapters and 39 state organizations. ■

Version française à la page A11.

### Average Undergraduate Tuition Fees



Washington — CAUT executive director James Turk (left), AAUP president Jane Buck, general secretary Mary Burgan & CAUT president Victor Catano.

## Society Pays a Price for Higher Tuition Fees

From PAGE A3

and doctors with whom they train and practice.

Another consideration is ensuring care for underserved populations. Doctors, in general, like to practice in urban areas and serve affluent people. Canada faces chronic problems ensuring there are enough doctors in rural areas and serving poorer populations in cities.

Evidence suggests that if you grew up in the country, you are more likely to return there to practice.

If you come from a low-income family, you are more likely to practice in a low-income area.

A final issue has to do with who enters medical school, but who graduates. The survey took advantage of the fact that, while Ontario fees have doubled since 1997, medical tuitions in other provinces have held more or less constant.

The average Ontario med student in 1997 expected to graduate with a debt of \$50,000.

By 2000, that was up to \$87,000. In other provinces, medical students reported no change in expected debt.

Large debts have two problems. First, they drive career choices.

By 2000, over 25 per cent of Ontario med students said financial considerations would have a major effect on their choice of specialty.

Clearly, we would prefer our students to choose a career based on what they found interesting and enjoyable, and where they saw the greater need, rather than what would best help them deal with their financial problems.

Second, large tuition fees, and the debts that result, are likely to affect doctors' attitudes. The last 15 years have seen a number of doctors' strikes and even more strike threats.

Canada will benefit from doctors who experience themselves as working in a privileged profession, committed to public service and less focused on their income.

Public support of medical schools, with low tuition, is likely to create the desired attitude.

Doctors who, as medical students, paid very high tuition fees, and consequently graduated with a large debt, will feel differently.

They are likely to resent the limitations in income that go along with government attempts to operate the health care system as efficiently as possible.

In the long run, adequate public support of medical education will reduce strife between doctors and the government, and may even prove a better bargain for the public purse. ■

Gordon Guyatt is an academic physician at McMaster University's department of clinical epidemiology and biostatistics and department of medicine, and a member of CAUT's task force on academic freedom for faculty at university-affiliated health care institutions.

Reprinted from, with permission of the author and publisher, the Hamilton Spectator, June 14, 2002.

The views expressed are those of the author and not necessarily those of CAUT.

## CAUT Clinical Task Force Starts Work



From left to right — CAUT president Victor Catano, Gordon Guyatt, Alan Jackson, Philip Welch, Carol Cass, Derrick Smith, CAUT executive director James Turk & CAUT research & education officer Paul Jones pose for a photo during the first meeting of the clinical task force Aug. 26 in Ottawa.

CAUT's new task force on academic freedom for faculty at university-affiliated health care institutions held its inaugural meeting in Ottawa at the end of August. Task force chair, Dr. Philip Welch, characterized the task force's goal as trying to assure that faculty at affiliated institutions have the same protections for academic freedom as traditional university academic staff.

"Academic freedom for clinical

researchers is essential for the protection and safeguarding of the public interest," Welch said. "As we saw in the Oliveri case, there was an attempt to suppress her freedom to share her findings with patients and the scientific community. This is unacceptable."

The immediate work of the task force will be to examine the state of protections for academic freedom and tenure at universities and affil-

iated health care institutions across Canada.

The task force anticipates publishing the findings of this survey, as well as preparing a report with recommendations on how to strengthen academic freedom protections in hospitals, research centres and other health care institutions affiliated to universities.

Joining Welch on the task force are Alan Jackson, professor of med-

icine at Queen's; Gordon Guyatt, professor of medicine at McMaster; Carol Cass, chair of oncology at Alberta and associate director of research at the Cross Cancer Institute; and Derrick Smith, psychiatrist-in-chief, the Children's and Women's Health Centre of British Columbia, and president of the UBC Clinical Faculty Association. ■

Version française à la page A9.

## U.S. Study Paints Bleak Picture for College Access

NEARLY 170,000 academically qualified high school students in the United States will be unable to attend a post-secondary institution this year because they cannot afford to do so, according to a report prepared by a government advisory body.

In *Empty Promises: The Myth of College Access in America*, the Advisory Committee on Student Financial Assistance warns that unless federal and state governments enrich needs-based grants, up to two million students will be denied access to a college or university education over the next decade because of financial barriers.

"The financial barriers to a college education have risen sharply due to shifts in policies and priorities at the federal, state and institutional levels, resulting in a shortage of student aid, and, in particular, need-based grant aid, as well as rising tuition," the report states. "As a result, students from low- and moderate-income families who graduate from high school fully prepared to attend a four-year college confront daunting financial barriers. For these students the promise of a college education is an empty one. For the nation, the loss of human capital will exact a serious economic and social toll for much of this century."

The report says the value of needs-based programs in the U.S.,

such as the Pell Grant, has eroded at the same time that many states and institutions have shifted resources to merit-based programs that fund many students who would have enrolled in a college or university without such aid.

"These policies have created a shortfall in grant aid that prevents large numbers of low- and moderate-income high school graduates from attending four-year colleges. Today, this shortfall requires staggering levels of work and loans, which undermine enrollment," the report concludes.

This latest report from the advisory committee follows an earlier study, *Access Denied*, which concluded that financial barriers were the main obstacle preventing academically qualified high school graduates from going on to college. Critics charged that report with ignoring the non-financial factors, such as the educational attainment of parents and the academic preparedness of high school graduates, that also determine whether students go on to higher education.

In the latest report, the committee directly responds to these criticisms, drawing upon a number of surveys to show that financial ability is the primary determinant of access.

"While parents' education — specifically, having a college degree — along with family income

is positively related to student academic preparation, there is no evidence that it has an effect on college enrollment independent of the effect of family income and financial aid for college-qualified high school graduates. In fact, if financial aid is adequate, low-income high school graduates who are college-qualified will enroll in a four-year college at extremely high rates, regardless of the level of parents' education. Conversely, if financial aid is inadequate, the same students will be unable to enroll in large num-

bers of qualified graduates from high-income families.

• 43 per cent of qualified high school graduates from moderate-income families (those with incomes from \$25,000 to \$49,999) do not enroll in a four-year college, and 16 per cent do not enroll in any type of post-secondary institution.

"[Governments] must focus squarely on lowering unmet need and the debilitating work and loan burdens that confront low- and moderate-income families today. Additional efforts to increase academic preparation or enhance information about college and financial aid cannot overcome these daunting financial barriers," the committee recommends.

CAUT executive director James Turk says that while the report focuses on the situation in the U.S., it does raise some troubling questions about access to post-secondary education in Canada.

"Unlike the U.S., Canada has no national needs-based grant," Turk said. "If financially needy American students are facing problems, the situation is just as bad if not worse for their Canadian counterparts." ■

The advisory committee's report is available at [www.ed.gov/offices/AC/ACFSA/whatsnew.html](http://www.ed.gov/offices/AC/ACFSA/whatsnew.html).

### Two million students will be denied access because of financial barriers.

bers regardless of the parents' level of education," the report argues.

According to the advisory committee's report, recent data show that:

• 52 per cent of qualified high school graduates from low-income families enroll at a four-year college, compared with 83 per cent of qualified graduates from high-income families.

• 22 per cent of qualified high school graduates from low-income families do not enroll in any type of college at all, compared with only

# Letters

## The Two Faces of Freedom of Speech

The article, "Quebec's Bill 84 to Allow Same-Sex Civil Unions" (Bulletin, June 2002), accurately describes Project Interaction's harassment campaign against us. It was undertaken because we agreed to act as expert witnesses in the same-sex marriage case in defence of the traditional definition of marriage.

Two McGill colleagues, Professors Brotman and Ryan of the McGill School of Social Work were among the initiators. The campaign's goal was to have us withdraw as expert witnesses — that is, to silence us in the public square. The tactics were to stigmatize us as "homophobes" and "gay haters," and, thereby, to shame us and the university as a place that, in Professor Ryan's words, "was being used to sustain discriminatory laws."

We have commented elsewhere on the larger issues of academic freedom and freedom of speech this campaign raises ("Be tolerant ... or else," The Globe and Mail, July 31, 2002). Here we wish to make just one point.

CAUT has undertaken an important role in promoting academic freedom and freedom of speech in connection with its investigations and reports on the Nancy Olivieri and David Healy cases, in which threats to these freedoms came, or were perceived as coming, from large pharmaceutical companies. It is ironic, therefore, that the CAUT article reporting on Project Interaction's campaign against us fails to recognize in any way the threat it presented to these freedoms.

That omission raises the question: Must the academic freedom and freedom of speech of all academics be respected, or only those perceived to be on the politically correct side of a debate?

We do not test our respect for these freedoms by defending them for people with whom we sympathize. The only true test is whether we are prepared to protect them for the people with whom we disagree intensely. Where does CAUT stand?

MARGARET A. SOMERVILLE

Samuel Gale Professor of Law, Medicine, McGill University

KATHERINE K. YOUNG

James McGill Professor, Religious Studies, McGill University



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# American Investigation of 9-11 Marred by Abuse of Power

**A**n international human rights group is warning that the U.S. government's investigation of the Sept. 11 attacks has been marred by arbitrary detentions, due process violations and secret arrests.

In a 95-page report, *Presumption of Guilt: Human Rights Abuses of Post-September 11 Detainees*, Human Rights Watch concludes the U.S. Department of Justice has misused immigration charges to dodge legal restraints on its power to detain and interrogate people as it pursues its terrorist probe.

"An immigration violation should not give the government license to rip up the rule book," said Jamie Fellner, director of Human Rights Watch's U.S. Program. "By restricting judicial oversight and blocking public scrutiny, the government has exercised virtually unchecked power over those it has detained."

The report, based on interviews with current and former detainees and their attorneys, found the U.S. government has held some detainees for prolonged periods without charges, impeded their access to counsel, subjected them to coercive interrogations and overridden judicial orders to release them on bond during immigration proceedings. In some cases, the government has incarcerated detainees for months under restrictive conditions, including solitary confinement. Some detainees, it is alleged, were physically and verbally abused because of their national origin or religion.

## Human Rights Watch

Human Rights Watch calls on the U.S. government to:

- Immediately release the names of all persons detained since Sept. 11 in connection with the terrorism investigation, and reverse its policy of secret hearings;
- Inform all individuals detained on immigration violations of the charges against them within 48 hours of arrest or release them, and rescind the rule that permits indefinite delay in charging detainees in "exceptional circumstances;"
- Advise all Immigration-related detainees who are questioned about terrorism of their right to remain silent, to have an attorney present during questioning, and to have one court-appointed if needed; and
- Comply immediately with all judicial orders to release detainees on bond.

An estimated 1,200 non-citizens have been secretly arrested and incarcerated in connection with the Sept. 11 investigation. The vast majority are from Middle Eastern, South Asian, and North African countries.

The report describes cases in which random encounters with law enforcement or neighbours' suspicions based on no more than national origin and religion led to in-

terrogation about possible links to terrorism.

More than 700 individuals were held on immigration charges while the government continued to investigate them. Human Rights Watch says the Department of Justice kept them in detention until it decided they had no links to or knowledge of terrorism. None has been indicted for terrorist-related crimes.

Fellner says using immigration law violations to detain these individuals while they were criminally investigated enabled the Justice Department to deny non-citizens their rights under U.S. criminal law, such as the right to court-appointed counsel and the right to be promptly charged after arrest. In some cases, he claims, the Justice Department flouted regular procedures to keep non-citizens in the custody of the Immigration and Naturalization Service on the off chance they might be found to be engaged in terrorism, a practice that amounts to unlawful "preventive detention."

"The U.S. government has failed to uphold the very values President Bush declared were under attack on Sept. 11," Fellner said. "It has ignored basic restraints on a government's power to detain that are the hallmarks of free and democratic nations."

The report also criticizes the U.S. government for blocking the public's right to know by conducting secret arrests and secret hearings. ■

# Fund Justifies Higher Fees

From PAGE A3

presidents, foundation officials are arguing higher student debt and higher tuition fees will not affect accessibility. In other words, a supposedly arms-length, publicly funded foundation has taken the role of an apologist for the federal government's record on post-secondary education.

The foundation's efforts to shroud the student debt crisis are in part a shameless misreading of its own data. To take but one example, the foundation issued a news release on Jan. 22, 2002 with the disingenuous headline "Canada Must Move Beyond Student Financial Assistance." This headline clearly implies, contrary to available evidence, that further financial assistance should not be a priority for the federal government.

This absurd line of thought is inspired by interviews with 60 people who did not go on to college or university. In what is either a disturbing misinterpretation of the data or a politically-motivated fiction, the foundation claims that 77 per cent of those surveyed cited non-financial barriers as reasons for not going on to post-secondary education.

The foundation's executive director, Norman Ridell, has gone so far as to tell the federal Liberal Caucus on Post-Secondary Education that financial assistance for students should no longer be a priority. Yet

the foundation's own data tells a very different story. First, more than 23 per cent of participants in their survey list direct financial barriers as the reason for not going on to college or university.

The foundation wilfully ignores the fact that direct financial barriers were the most commonly reported reason for non-attendance. In polling conducted on behalf of the Canadian Federation of Students, 46 per cent of lower-income Canadians cite lack of money as the reason for not attending college or university.

In addition, the foundation rarely acknowledges that the vast majority of those who don't attain a post-secondary education are from lower-income families. Indeed, the dividing line in almost all studies on access to college and university is the financial status of the individual in question. Yet, the foundation claims its research justifies freezing or cutting public loans and grants for post-secondary education.

To justify this position, foundation officials also claim higher tuition fees have little or no effect on accessibility. To cite but one of a myriad of studies that contradict this position, Statistics Canada recently reported that wealthy Canadians are twice as likely to attend university as low-income Canadians.

Despite this startling gap in accessibility the foundation's research project has essentially made the

following three points: the federal government should not invest any more money in student financial assistance; non-financial barriers are more important in determining access to college and university than an individual's financial resources; and, \$25,000 (or higher) average debt is perfectly acceptable "because it doesn't matter how much debt a student has, what matters is their ability to pay it back."<sup>1</sup>

These are alarming positions for the foundation to adopt, given its alleged mandate is to alleviate student debt and promote access to post-secondary education. Despite the fact the Millennium Scholarship Foundation has been a miserable failure in the implementation of its own program, it has now begun an aggressive campaign to justify higher student debt and higher tuition fees.

In the end it would seem, despite Paul Martin's promise that the Millennium Scholarship Foundation would reduce student debt, the foundation has made it its business to campaign for increased student debt. ■

1. Excerpt from a presentation made at the Canadian Public Research Network conference on postsecondary education.

Ian Boyko is national chairperson of the Canadian Federation of Students.

The views expressed are those of the author and not necessarily those of CAUT.

## Newsline - En bref

### Student Bankruptcy Law Challenged

Recent amendments to the Bankruptcy and Insolvency Act bar students from declaring bankruptcy on student loans until 10 years after the completion of their studies. The Canadian Federation of Students argues this restriction discriminates against students and therefore violates the Canadian Charter of Rights and Freedoms. In 1998, CFS announced its intention to launch a legal challenge under section 15 of the Charter. On Dec. 6, 1999 a former student had her outstanding debt discharged, with the exception of her student loans. CFS filed notice of intent to appeal that judgment on her behalf, and on Dec. 7, 2000 officially filed the case in the Ontario Superior Court. The case is expected to proceed to the trial phase this fall and a decision is expected within six months of the trial.

### Quand prêt d'études rime avec faillite

Des modifications apportées à la Loi sur la faillite et l'insolvabilité empêchent les étudiants de déclarer faillite et ainsi se libérer des prêts d'études pendant une période de dix ans après la fin de leurs études. La Fédération canadienne des étudiantes et étudiants soutient que les étudiantes et étudiants sont victimes de discrimination et que la loi contrevient à la Charte canadienne des droits et libertés. En 1998, la FCEE a annoncé son intention de contester la loi devant les tribunaux en invoquant l'article 15 de la Charte. Le 6 décembre 1999, une ancienne étudiante a obtenu la libération de ses dettes à l'exception de ses prêts d'études. La FCEE a déposé un avis d'intention d'interjeter appel du jugement en son nom et, le 7 décembre 2000, elle a officiellement porté l'affaire devant la Cour supérieure de l'Ontario. L'affaire devrait être entendue cet automne et un jugement devrait être rendu dans les six mois suivant l'instruction.

### OCAD Receives Degree-Granting Status

The Ontario legislature has passed the Ontario College of Art & Design Act, giving the college the right to grant the degrees of Bachelor of Fine Arts and Bachelor of Design, in addition to its four-year diploma in art and design. "Without question, Canada's visual culture has just been catapulted into the 21st century," said college president Ron Shuebrooke. "Our institution could not have maintained its position of preeminence without the ability to offer degrees, which are the common currency for post-secondary education in Canada and around the world." Shuebrooke says the college will be in a position to enroll students in its degree programs by fall 2003.

### McMaster Goes No Sweat

Products carrying the McMaster University name or logo must meet labour standards set out in a new code of conduct unveiled by the university in July. McMaster's No Sweat policy requires apparel suppliers and licensees to abide by international labour standards and local labour laws, and to report annually on their progress towards compliance with these standards. Suppliers and licensees must also publicly disclose the names and addresses of all factories involved in the manufacture of McMaster products. The "Code of Labour Practices for University Suppliers and Licensees" was developed over a two-year period by administrators, staff and students, in cooperation with the Ethical Trading Action Group coalition and the Maquila Solidarity Network. The university has also affiliated with the Washington-based Workers' Rights Consortium, which collects information about working conditions at factories and investigates reports of labour rights violations. McMaster's recent contract with Nike Canada will be the first test for the code. This would be the first time Nike has been asked to publicly disclose factory locations as a condition of doing business with a Canadian institution. McMaster is the eighth Canadian university to implement a No Sweat policy, joining Alberta, Dalhousie, Guelph, Laurentian, Toronto, Waterloo, and Western Ontario.

### Dons toujours demandés pour aider les retraitées

En avril 2002, les professeures à la retraite Ursula Franklin, Phyllis Grosskurth, Blanche van Ginkel et Cicely Watson ont établi un précédent en obtenant gain de cause contre l'Université de Toronto. Elles prétendaient avoir perdu des revenus salariaux et de retraite en raison d'une discrimination systémique fondée sur le sexe en matière salariale. Dans un communiqué diffusé le 19 avril, le vice-recteur de l'université, Vivek Goel, a déclaré que l'université n'avait pas fait preuve d'équité pour assurer une rémunération analogue à tous les membres du corps professoral dont les réalisations et l'ancienneté étaient semblables au sein de la même discipline. Malgré la victoire magistrale des demanderes, non seulement pour elles-mêmes mais aussi pour des dizaines de professeures à la retraite, le règlement ne rembourse pas complètement leurs frais de justice qui s'élèvent à plus de 50 000 \$. L'ACPPU demande aux associations locales de faire un don pour les aider à compenser ces frais nécessaires. Les dons doivent être acheminés à M<sup>me</sup> Mary Eberts du cabinet d'avocats Eberts, Symes Street & Corbett, 133, avenue Lowther, Toronto (Ontario) M5R 1E4. Les chèques doivent être faits à l'ordre du « Law Office of Mary Eberts, in trust ».

### Donations Still Needed for Retirees' Legal Fees

In April 2002 retired professors Ursula Franklin, Phyllis Grosskurth, Blanche van Ginkel and Cicely Watson achieved a landmark settlement with the University of Toronto in their claim for lost wages and retirement income resulting from systemic gender discrimination in pay. In a release issued April 19, the university's vice-provost, Vivek Goel, said the university "had failed to achieve fairness in ensuring that all faculty members of similar accomplishment and seniority within the same discipline received similar compensation." While the plaintiffs achieved an immense victory, not only for themselves, but also for dozens of retired female faculty members, the settlement did not compensate them fully for legal costs of more than \$50,000. CAUT is asking local faculty associations to make a donation to assist in deferring these necessary legal costs. Donations should be sent to legal counsel Mary Eberts of the law firm Eberts, Symes Street & Corbett, 133 Lowther Avenue, Toronto, ON M5R 1E4. Cheques should be made payable to "Law Office of Mary Eberts, in trust."

### Le SNACPPU élit son Conseil exécutif

Maureen Shaw, présidente sortante de la College Institute Educators' Association of British Columbia CIEA/BC, a été élue à la présidence du Syndicat national de l'Association canadienne des professeurs et professeurs d'université lors du congrès du SNACPPU à Vancouver en juin dernier. Brian E. Brown (Windsor) a été élu vice-président et Don MacGillivray (University College of Cape Breton) a été élu trésorier. « Notre premier congrès a remporté un franc succès », a déclaré M<sup>me</sup> Shaw. « Nous avons des délégués d'associations réparties dans tout le pays, ce qui nous permet de jeter les bases qui assureront aux universitaires une voix efficace au sein du mouvement syndical canadien. » Ken Georgetti, président du Congrès du travail du Canada, était le conférencier principal. Il a souhaité la bienvenue aux délégués du SNACPPU au CTC en faisant remarquer qu'un nombre croissant de professionnels prenaient part au mouvement syndical et devenaient membres du CTC. Au congrès du CTC, qui a eu lieu la semaine suivante, M<sup>me</sup> Shaw a été élue au Conseil exécutif du CTC. Elle a déclaré que le Conseil constituera une excellente tribune pour soulever les problèmes auxquels fait face l'enseignement postsecondaire à l'échelle nationale et internationale et pour obtenir l'appui du mouvement syndical dans la défense d'une éducation postsecondaire publique accessible, abordable et d'excellente qualité.

## NUCAUT Elects Executive

MAUREEN Shaw, past-president of the College Institute Educators' Association of British Columbia, was elected president of the National Union of the Canadian Association of University Teachers at the NUCAUT convention in Vancouver in June. Brian E. Brown (Windsor) was elected vice-president, and Don MacGillivray (University College of Cape Breton) was elected treasurer.

"Our first convention was a great success," Shaw said. "With delegates from faculty associations across the country, we set the basis for academic staff to have an effective voice within the Canadian labour movement."

Ken Georgetti, president of the Canadian Labour Congress, was the keynote speaker. He welcomed NUCAUT delegates to the CLC, pointing out that a growing number of professionals are becoming

part of the labour movement and members of the CLC.

Georgetti highlighted the advocacy work undertaken by the CLC and major areas of policy concern, such as health care, occupational health and safety, training and education, labour legislation, equity, globalization and trade agreements. He also spoke about the necessity for labour to develop a new culture of activism.

At the CLC convention, which took place the following week, Shaw was elected to the CLC Executive Council.

Shaw said the council "will provide an excellent forum to raise issues facing post-secondary education nationally and internationally, and to gain the support of the labour movement in defending accessible, affordable, high-quality, public post-secondary education." ■

## Settlement in Enron Case

THE University of California has accepted a \$40 million settlement from Andersen Worldwide, SC, one of the defendants in a class action suit launched by investors who lost billions in the high-profile meltdown of Enron Corporation.

"We regard this settlement as only a first step in obtaining recovery," James Holst, the university's general counsel, said in a statement released following the settlement. "We will continue to pursue damages from the remaining defendants, most of whom had far deeper involvement in the Enron debacle than the overseas Andersen firms."

Through its pension fund, UC lost \$145 million on its Enron investments when the company's accounting scandals became public,

forcing it to file for bankruptcy. The university then took the rare step of becoming the lead plaintiff in a lawsuit charging 38 of Enron's directors and 28 partners and accountants with defrauding investors.

Larry Goldstein, senior fellow at the National Association of College and University Business Officers, says there's a reason why universities have until now been hesitant to play such a public role in class action suits.

"There are so many stakeholders that you never know who you might alienate," Goldstein told the Chronicle of Higher Education.

But given the deep losses that many university pension funds are facing, that hesitancy may be fading, Goldstein said. ■

## Nouveau groupe de travail

LE nouveau groupe de travail de l'ACPPU sur la liberté universitaire des professeurs travaillant dans des établissements de soins de santé affiliés à une université a tenu sa première réunion à Ottawa à la fin du mois d'août. Le président du groupe de travail, le D<sup>r</sup> Philip Welch, a résumé le but du groupe de travail en disant que celui-ci tenterait de garantir aux professeurs travaillant dans les établissements affiliés les mêmes protections pour la liberté universitaire que leurs collègues des universités traditionnelles.

« La liberté universitaire des chercheurs de clinique est essentielle à la protection et à la sauvegarde de l'intérêt public », a déclaré le D<sup>r</sup> Welch. « Comme nous l'avons constaté dans le cas de la D<sup>re</sup> Olivieri, on a tenté de lui enlever sa liberté de partager ses conclusions avec des patients et la collectivité scientifique. C'est inacceptable. »

Le groupe de travail s'emploiera d'abord à l'examen, à la grandeur du Canada, de l'état des protections accordées à la liberté universitaire et à la permanence dans les

universités et les établissements de soins de santé affiliés.

Il prévoit de rendre publiques les conclusions de son enquête ainsi que de rédiger un rapport formulant des recommandations sur des moyens de resserrer les protections de la liberté universitaire dans les hôpitaux, les centres de recherche et autres établissements de soins de santé affiliés à des universités.

Outre le D<sup>r</sup> Welch, le groupe de travail se compose de Alan Jackson, professeur de médecine à l'Université Queen's, de Gordon Guyatt, professeur de médecine à l'Université McMaster, de Carol Cass, directrice du département d'oncologie à l'Université de l'Alberta et directrice adjointe de la recherche au Cross Cancer Institute, ainsi que de Derryck Smith, psychiatre en chef au Children's and Women's Health Centre de la Colombie-Britannique et président de la Clinical Faculty Association de l'Université de la Colombie-Britannique. ■

English on page A7.

# Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

## AALP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long

as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and the "Report of Committee A," each of which appears annually in *Academe*. ■

### AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCOROIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OCEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
SENECA COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
SEVENINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAO SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES UNIVERSITY RHODE ISLAND	May-June 1999(46-50)	1999
MOUNT MARTY COLLEGE SOUTH DAKOTA	May-June 1999(51-59)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000(54-63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March-April 2000(101-114)	2000
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2001(63-77)	2001
TIFFIN UNIVERSITY OHIO	January-February 2002(53-63)	2002
UNIVERSITY OF DUBUQUE IOWA	September-October 2001(62-73)	2002

# South Florida Seeks to Fire Controversial Prof

From PAGE A1

Al-Arian maintains his comments need to be considered in the context of the uprising of Palestinians at that time and that he meant death to the Israeli occupation, not death to Jews. He points out that no one in the USF administration has accused him of ever making such statements in classes or on campus. And after Sept. 11, he spoke to a number of local Christian and Jewish groups in his role as imam of his mosque and condemned the terrorist attacks and all acts of violence.

Nevertheless, Al-Arian came under intense criticism following the broadcast of his speech. The university received a flood of calls and e-mails calling for his dismissal, and national granting organizations questioned Al-Arian's presence at the university.

In its court filings against Al-Arian, the university includes as reasons for his termination the "support of the entry of terrorists into the United States," "fundraising for a terrorist organization," and activities "directed to inciting or producing imminent lawless actions." The university submitted no supporting evidence of terrorist activities.

Despite this lack of evidence, at a news conference last month, board chairman Richard Beard reiterated the university's view that Al-Arian has been involved with

terrorists for many years. "It's time we take action and effectively cut this cancer out," he said.

After a two-year investigation by a federal grand jury in the mid-1990s of Al-Arian's ties to two organizations: the World Islamic Studies Enterprise, a group founded to build links between Western and Muslim academics; and the Islamic Committee for Palestine, which Al-Arian says was established to promote the Palestinian cause in the U.S., no charges were ever filed. In a separate inquiry, counsel for the university found no evidence of wrongdoing.

Al-Arian, who has taught computer science at USF for 16 years, insists the real issue at stake is one of academic freedom.

"This is a case of the ability of a professor to speak his mind without being threatened because of his political views," Al-Arian told the Associated Press.

"I've been active in defending academic freedom for 28 years, and I've never heard of a university suing a professor for something like this," Roy Weatherford, president of the South Florida chapter of United Faculty of Florida, told the Chronicle of Higher Education.

If his dismissal is authorized by the courts, Al-Arian would be the first academic to be fired since Sept. 11 because of something he said, let alone something said more than a decade ago. ■

# Online Learning

From PAGE A12

even this number may be too low because it does not account for the fact that regular and ongoing revisions are required to keep course material current. (p. 42; p. 274)

The contributors also agree that development of online education has profound implications for faculty. Academic work is being "unbundled" and divided into discrete parts (course team manager, academic expert, webspace designer, tutor/facilitator), workloads are changing as classrooms are always open and students come to expect instant and constant availability, and intellectual property is becoming contested terrain.

In the most faculty-friendly piece in the collection, Christine Maitland, Rachel Hendrickson and Leroy Dubeck provide an overview of the role of faculty and faculty work in a technologically changing environment, including a handy sampling of distance-education contract language from representative U.S. collective agreements.

They conclude that "converting traditional courses to online courses takes time and money," that "institutions need to invest in professional development to train faculty" for distance teaching, and that "students are not shortchanged in the rush to tap into the distance education market." (p. 293)

This collection will be of interest to university and college workers who want to know what administrators are being told about the financial costs and benefits of online education. As those workers and their unions devise strategies to confront employers on these issues, however, they should resist the temptation to be simply reactive.

We should remember that work in distance education universities has been organized for decades on an industrial model that contrasts with the craft model that persists in traditional universities. And, not surprisingly, academic unions in the former institutions — with a mix of traditional faculty, editors, instructional designers and other professional workers — look more like industrial than craft unions.

Labour history suggests the shift in emphasis from craft to industrial unionism in the early 20th century contained both positive and negative elements. As we negotiate our way through what appears to be the decline of craft production in traditional universities, we should think about what kind of post-craft workplaces and unions we want to build. ■

Jeffery Taylor is president-elect of the Athabasca University Faculty Association and a researcher in the TeleLearning Network of Centres of Excellence.

## Le projet sur l'évaluation par les pairs en marche

**P**OUR répliquer aux critiques à l'égard du système canadien d'octroi des subventions de recherche au moyen de l'évaluation par les pairs, l'ACPPU a mis sur pied un groupe de travail sur l'évaluation par les pairs que présidera le président sortant, Tom Booth.

M. Booth, qui dirige le département de botanique de l'Université du Manitoba, a déclaré que les collègues, au moyen d'un processus d'évaluation par les pairs, doivent prendre les décisions relatives aux demandes de subventions de recherche. « Notre groupe de travail se penchera sur ce processus et sur les façons de le renforcer et de l'améliorer. »

Les autres membres du groupe de travail sont Daniel Guillon, professeur de neurologie et de neurochirurgie à l'Institut neurologique de Montréal affilié à l'Université McGill, Ernest Redekop, professeur d'anglais à la retraite et ancien président de l'University of Western Ontario Faculty Association, Enakshi Dua, professeure agrégée à l'école d'études des femmes de l'Université York, et Léonard Goguen, de la faculté d'éducation de l'Université de Moncton. ■

Pour obtenir des renseignements supplémentaires ou pour contribuer aux travaux du groupe, veuillez communiquer avec Robert Léger (leger@caut.ca).

English on page A5.

## Les avantages de la collaboration avec l'AAUP

**L'**ACPPU étudie des moyens de travailler plus étroitement avec l'American Association of University Professors. Le président de l'ACPPU, Victor Catano, et le directeur général, James Turk, ont rencontré leurs homologues de l'AAUP à Washington le mois dernier pour discuter de la façon dont les deux associations pourraient travailler ensemble.

« Nous partageons tellement de priorités qu'il est logique que nous examinions comment nous pouvons nous aider mutuellement », a expliqué M. Catano. « Nous avons entre autres des positions communes sur la liberté universitaire, la direction collégiale, la propriété intellectuelle, les accords commerciaux, la commercialisation et la corporatisation. »

L'année dernière, l'ACPPU et l'AAUP ont organisé conjointe-

ment une conférence sur l'enseignement en ligne. « Nous envisageons d'organiser d'autres conférences ensemble », a déclaré M. Turk. « Nous étudions également des moyens de partager nos programmes de formation respectifs, de collaborer à la lutte contre la déprofessionnalisation du travail des professeurs et à la promotion de l'accessibilité. »

Les deux organismes négocient également une entente de réciprocité qui permettra aux membres de l'AAUP séjournant au Canada d'adhérer à l'ACPPU et aux membres de l'ACPPU en visite aux États-Unis de jouir des privilèges que comporte l'adhésion à l'AAUP.

Fondé en 1915, l'AAUP compte 45 000 membres. ■

English on page A6.

## B.C. Proposes New Private Training Legislation

**O**N Aug. 30 the B.C. government quietly posted a discussion paper on a new private training policy framework on its website.

Using the language of deregulation and cutting red tape, that are the hallmarks of the B.C. Liberal government, the proposed new policy framework would effectively remove many institutions from any regulatory oversight.

The current Private Post-Secondary Education Act was passed in 1991, creating the Private Post-Secondary Education Commission and requiring that all private training institutions in the province be, at a minimum, registered with PPSEC. The 1991 legislation responded to widespread concern that the regulatory framework for private training institutions was lax and that student or consumer protection needed to be improved. As the province with the largest number of private institutions (currently more than

1,100 private training institutions are registered with the Commission), this was an important issue for B.C.

The proposed new framework would focus on consumer protection only for those students in career-related training programs that exceed 40 hours of instruction and \$1,000 in tuition. The narrowed scope of protection would remove many English as a Second Language programs from licensing requirements. The framework document is also vague as to the mechanism for tuition protection — leaving a decision about such protection to be dealt with by a new industry-appointed and funded board.

The B.C. government has requested feedback by Sept. 27. ■

The B.C. Ministry of Advanced Education document "Proposed Features of the New Private Training Policy Framework: Discussion Paper" is available at [www.aved.gov.bc.ca/branches/privateinstitutions](http://www.aved.gov.bc.ca/branches/privateinstitutions).

## CAUT Co-Hosts Nov. Conference on Freedom of Expression

**D**ISCIPLINING Dissent: The Curbing of Free Expression in Academia and The Media will be the focus of a national conference CAUT is co-hosting Nov. 1-3 at the Fairmont Chateau Laurier in Ottawa.

Speakers include Globe and Mail columnist Michael Valpy and Paul Knox; University of Victoria writing professor Lynne van Loven, former editor with the Lethbridge Herald and the Edmonton Journal; CBC radio producer and journalist Bob Carty; Carleton University journalism professor Catherine McKercher, former reporter with the Ottawa Citizen, Canadian Press and the Kingston Whig-Standard; Pat O'Neill, president-elect, Canadian Psychological Association and past chair of CAUT's Academic Freedom & Tenure Committee; Gillian Steward, writer, journalist and former managing editor of the Calgary Herald; Stephen Kimber, writer, editor, broadcaster and director of the school of journalism at King's College, Halifax; Jon Thompson, chair of the Olivieri committee of inquiry and former chair of CAUT's Academic Freedom & Tenure Committee; Mike



Outspoken U.S. journalist & professor Robert Jensen to speak at CAUT conference on free expression in academia & the media.

Gasher, Concordia University journalism professor and former reporter and copy editor for the Vancouver Province; Simon Fraser communications professor Bob Hackett, co-director of NewsWatch Canada; Ian Boyko, national chairperson of the Canadian Federation of Students; E. Ann Clark of the University of Guelph; Robert

Jensen, freelance journalist and associate professor of journalism, University of Texas at Austin; and Frances Russell, freelance journalist and former columnist with the Winnipeg Free Press.

Conference speakers and participants will address a variety of factors that are compromising academic freedom and journalistic independence and threatening the ability of journalists and academics to serve the public interest. They will look at strategies that can be adopted to reclaim the integrity and independence of intellectual work today.

The conference is being co-sponsored by Canada's largest union of media workers, the Communications, Energy and Paperworkers Union of Canada. ■

The conference will begin at noon on Friday, Nov. 1 and conclude at noon on Sunday, Nov. 3. There is an early registration fee of \$325 for those who register by Oct. 1. The registration fee for students is \$50. Registration includes all conference materials, dinner on Friday and lunch on Saturday, as well as refreshment breaks. Registration forms are available at [www.caut.ca/english/events/disciplining/default.asp](http://www.caut.ca/english/events/disciplining/default.asp).

## L'entente Microsoft-Université Waterloo soulève des questions

**L**e partenariat annoncé le mois dernier entre Microsoft Canada et l'Université de Waterloo a déclenché les critiques de la part de la population étudiante et du corps professoral.

Dans une lettre adressée au recteur de l'Université David Johnston, la Faculty Association of the University of Waterloo a demandé que le conseil d'université examine minutieusement l'entente avant qu'elle ne soit complétée.

« Nous craignons que Microsoft finance l'élaboration des programmes d'études », a déclaré la présidente de l'association, Catherine Schryer. « Par conséquent, nous demandons que les questions en jeu dans cette annonce de financement figurent en tête de l'ordre du jour du prochain conseil d'université. Nous estimons qu'une diffusion complète de ces enjeux et un éclaircissement du rôle de Microsoft seraient dans le meilleur intérêt de tout le monde. »

Selon les conditions de l'entente de commandite, l'université recevra 2,3 millions de dollars pendant cinq ans de Microsoft Academic Innovation Alliance dans le but de financer les programmes d'enseignement et de recherche. En échange, l'université doit utiliser un nouveau langage de programmation de Microsoft appelé Visual C# qui sera l'élément principal du cours de programmation informatique de première année. De même, tous les élèves du secondaire admis au programme de génie électrique et informatique devront suivre un cours d'introduction en ligne sur le langage de Microsoft.

« Nous sommes inquiets parce qu'il est possible que les procédures établies pour garantir l'efficacité des programmes d'études soient contournées, que la liberté universitaire des membres du corps professoral dispensant ces cours soit compromise, que le programme d'études de cours précis donne l'impression de provenir d'une source externe et que l'on puisse croire que l'université approuve les produits d'un organisme externe », a ajouté Mme Schryer dans sa lettre au recteur Johnston.

Des groupes étudiants ont aussi mis en doute l'entente et ont demandé que leurs préoccupations soient débattues publiquement.

« Le partenariat ajouté aux modifications des cours obligatoires établit un dangereux précédent quant à l'autonomie de l'université envers ses programmes d'études », a déclaré l'University of Waterloo Engineering Society dans une lettre envoyée aux dirigeants de l'université.

Le tout nouveau langage de programmation de Microsoft a été dévoilé il y a deux ans dans le but de concurrencer le populaire langage Java de la société rivale Sun Microsystems. À l'inverse de Java toutefois, qui tourne sur tous les systèmes d'exploitation, le langage C# n'est compatible qu'avec l'environnement Microsoft.

« Cette entente est très bonne pour Microsoft » a confié au Bulletin un membre du corps professoral, sous le couvert de l'anonymat. « Moyennant une somme relativement minime, la société peut acheter la bonne

réputation de l'Université de Waterloo et dire que l'école de science informatique est la première au pays à contribuer à mousser le langage C# comme étant la nouvelle norme en matière de programmation. »

Les dirigeants de l'Université ont été inondés d'appels téléphoniques et de courriels de la part d'étudiants, de professeurs, d'anciens étudiants et d'autres personnes inquiètes des conséquences de ce partenariat sur l'autonomie pédagogique de l'université. En guise de réponse, l'administration a affiché sur son site Web les modalités de l'entente dans l'intention de faire taire les critiques voulant que l'indépendance de l'université soit à vendre.

« Nous avons une longue et solide tradition pour ce qui est d'accepter des fonds et d'autres ressources du secteur privé et d'en faire bon usage tout en continuant d'affirmer notre indépendance », affirme le feuillet d'information. « Et nous continuerons à le faire. »

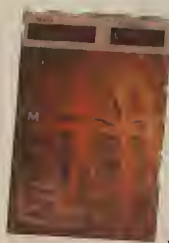
L'université a ajouté que l'emploi du langage C# ne sera pas exclusif bien qu'il soit le « principal outil » utilisé dans le cours de première année.

Des critiques affirment qu'il reste encore de nombreuses questions à répondre.

« Le problème ne se règlera pas de sitôt » a dit Jeff Henry, vice-président de l'association de génie, au *Kitchener-Waterloo Record*. ■

English on page A4.

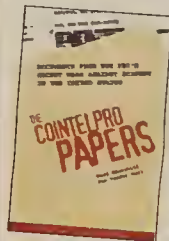
Quick Reviews



**Mapping Social Relations: A Primer in Doing Institutional Ethnography**

Marie Campbell & Frances Gregor. Aurora, Ontario: Garamond Press, 2002; 160 pp; paper \$22.95 ca.

This is a book about a distinctive methodological approach inspired by one of Canada's most respected scholars, Dorothy Smith. Institutional ethnography aims to answer questions about how everyday life is organized. What is conventionally understood as "the relationship of micro to macro processes" is, in institutional ethnography, conceptualized and explored in terms of ruling relations. The authors suggest that institutional ethnographers must adopt a particular research stance, one that recognizes that people's own knowledge and ways of knowing are crucial elements of social action and thus of social analysis. Specific attention to text analysis is integral to the approach. Institutional ethnography is remarkably well suited to the human service curriculum and the training of professionals and activists. Its strategy for learning how to understand problems existing in everyday life appeals to many researchers who are looking for guidance on how to take practical action. At the same time, the highly elaborated theoretical foundation of institutional ethnography is difficult to deal with in the brief time most students are in the classroom. The authors successfully tackle the issue of teaching and applying institutional ethnography. Campbell and Gregor have been testing out instructional methods and materials for many years. *Mapping Social Relations* is the product of that effort.



**The COINTELPRO Papers: Documents from the FBI's Secret Wars Against Dissent in the United States**

Ward Churchill & Jim Vander Wall. Cambridge, Massachusetts: South End Press, 2002; 500 pp; hardcover \$40 us, paper \$22 us.

Readers anxious about the loss of civil liberties under George W. Bush will find ground for their fears – and suggestions for activism – in *The COINTELPRO Papers*. Ward Churchill and Jim Vander Wall's exposé of America's political police force, the FBI, reveals the iron fist hiding beneath the velvet glove of "compassionate conservatism." Reproducing many original FBI memos, the authors provide extensive analysis of the agency's treatment of the left, from the Communist Party in the 1950s to the Central America solidarity movement in the 1980s. Ward Churchill's substantial new preface to this edition, Volume 8 of the South End Press Classics Series, updates the cases of several incarcerated Black Panthers and analyzes the events at Ruby Ridge and Waco, as well as the wars on drugs and terrorism. Churchill makes a compelling argument that U.S. law enforcement has become thoroughly militarized, with devastating consequences for all those who work for social justice.

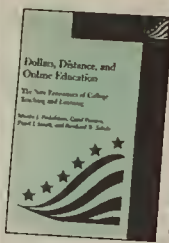


**Agents of Repression: The FBI's Secret Wars Against the Black Panther Party and the American Indian Movement**

Ward Churchill & Jim Vander Wall. Cambridge, Massachusetts: South End Press, 2002; 550 pp; hardcover \$40 us, paper \$22 us.

For those wondering why Bill Clinton could pardon billionaire white-collar fugitive Marc Rich but not Native American leader Leonard Peltier, important clues can be found in this classic study of the FBI's counterintelligence program against the Black Panther Party and the American Indian Movement. Written by a key AIM member and one of its most knowledgeable supporters, *Agents of Repression*, features one of the best histories of the FBI siege of Wounded Knee. The 1973 attack resulted in Peltier's imprisonment. The book also provides a well-written synthesis of the FBI efforts against the Black Panthers. This edition, Volume 7 of the South End Press Classics Series, includes a new introduction examining the cases of Leonard Peltier and Anna Mae Aquash and the infiltration of AIM by the FBI. While the FBI seems a less flagrantly violent organization now than in the 1970s, twenty-first century readers will learn why America's political police force remains a threat to those committed to fundamental social change.

**Perspectives on Online Learning**



**Dollars, Distance and Online Education: The New Economics of College Teaching and Learning**

Martin J. Finkelstein, Carol Frances, Frank I. Jewett & Bernhard W. Scholz, eds. Phoenix, Arizona: American Council on Education and Oryx Press, 2000; 373 pp; hardcover \$39.95 us.

By JEFFERY TAYLOR

THE impact of new educational technologies on academic work is a contentious issue on university campuses across Canada. As the November 2001 CAUT conference on online education revealed, there is a range of opinion among faculty union members in Canada and the United States about the impact and meaning of technology in higher education.

*Dollars, Distance and Online Education* is a collection of articles by U.S.-based researchers, administrators and private consultants that addresses the specific issue of the costs of online and distributed education from a mostly employer or employer-friendly perspective.

What does it cost to deliver an online course? How does the cost of online delivery compare to face-to-face instruction? What do we mean by online delivery? While the contributors to this volume do not provide definitive answers to these questions – and, in some cases only reframe them and refine the methodology of answering them – there is general agreement that online delivery represents a significant reallocation of resources with profound implications for the deployment and organization of academic, professional and support staff labour in universities and colleges.

Judith V. Boettcher, in a useful discussion of the comparative costs of mounting four different kinds of courses on the Web, concludes that a complete "Web-course" with all course material and interaction online would cost \$184,000 to develop. This includes

about 360 hours of staff time in a course team consisting of a project manager, academic experts, instructional designers, technical support people, graphical designers, editors and clerical support.

Even a "WebCentric" course, in which about 50 per cent of the course interaction continues to be face-to-face, would cost \$74,000 and use 142 hours of staff time to develop.

While Boettcher does not compare the costs of online to face-to-face instruction, other authors in the collection do try to address this thorny question. But, as Dennis Jones and Frank Jewett point out in their article "Procedures for Calculating the Costs of Alternative Modes of Instructional Delivery," it has been impossible to gain a true picture of comparative costs because of the absence of "costing methodologies that make delivery modes explicit and consider the full range of costs associated with each mode so that valid comparisons can be made." (p. 216)

Generally, though, there is agreement in the collection that per-student costs will increase when information technology is used as an adjunct to traditional classroom instruction. And, in the case of pure online delivery, cost savings can only be achieved by substituting capital for labour on a large scale. In other words, cost efficiencies result when resources are reallocated from faculty and other labour to technology and economies of scale are achieved by offering the same course content to hundreds of students.

One study suggests 1,400 annual course enrolments are necessary to achieve cost efficiencies, but

See ONLINE LEARNING Page A10 L33

**Values Appraisal Doesn't Go Far Enough**



**Why Universities Matter: A Conversation about Values, Means and Directions**

Tony Coady, ed. St. Leonards, New South Wales, Australia: Allen & Unwin, 2000; 254 pp; paper \$24.95 AUD.

By DIETER MISGELD

TECHNOCRATIC neoliberalism is becoming a danger around the world. Corporate efficiency (or what is called that) and competent management (or what tries to pass itself off as that) modeled on private enterprise (or what is misleadingly described as such) are hailed as the solution to underdevelopment, dependency, bureaucratization and even to problems in environments and institutions such as schools and universities which were designed with a purpose in mind quite different from profit-seeking business enterprise.

It comes as no surprise that Australia as well has been subject to "reforms" inspired by the neoliberal creed of management hegemony.

This book reviews and criticizes those tendencies which have entered into Australian tertiary education. It shows how there has been a shift away from time-honoured values such as inquiry into truth for its own sake, knowledge for its own sake, or universities as centres of learning in the sense of John Henry Newman. (p. 6)

A somewhat uninformed Canadian reader such as myself will, in fact, respond to the information and analyses presented in this book by asking whether the situation in Australia is not worse than the condition of universities in Canada.

A factor found in several of the essays in this book is that Australia has a national university system (Unified National System of higher education established in 1988). Thus while there may not have been Healy or Olivieri cases occurring in Australia – at least none of equal magnitude is mentioned – the nationwide regulation of higher education by the Australian Com-

monwealth government encourages a sort of tendency toward uniformity, toward new "national objectives" such as more emphasis on vocational training, connecting research with "practical and commercial uses," and treating "occupational skills and research outcomes" as "commodities," even to the point of reviewing their further "potential to generate foreign income." (p. 67)

Reading all this from the Canadian perspective, one begins to wonder whether a nationally integrated system such as the Australian one does not produce even more headaches for academics and more limited opportunities of educational development for students than our decentralized one.

The essays in the book – especially the three final ones dealing with the future – document that recent labour and conservative governments alike have imposed management models on universities which produce pressures toward commercialization and tangible payoff effects entailing a shrinking of spaces in which academic freedom can be exercised, as well as threats to foundational research and classical disciplines, but also leading to a constant weakening of academic self-government.

Strangely, however, whether one is directly subject to national policy objectives, in the universities such as in Australia, or subject to diverse forms of pressure by at least two levels of government, as in Canada, tendencies, issues and conflicts appear to be the same: the erosion of academic intellectual authority, grade-inflation due to regarding students as "business clients," pressure to be self-financing, debt-loads for students, quarrels over intellectual property rights, privatization of higher education, and the like.

See VALUES APPRAISAL Page A5 L33

## ACCOUNTING

**CONCORDIA UNIVERSITY**—Tenure-track positions in Accounting at the rank of Assistant, Associate or Full Professor effective June 1, 2003. Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting. Duties: Teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level, and a commitment to research and scholarly publications. The normal course load is four courses per year. The regular academic term is 15 weeks long, and starts in September and January. Courses are also offered during the Summer term on an accelerated basis. Salary: Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department: The Department of Accounting, located in beautiful Montreal, is the only department in Canada accredited by the AACSB—The International Association for Management Education. It is one of five departments in the John Molson School of Business. The department has 22 full-time faculty members, none of the largest in the country, and has an established record of excellence in professional accounting education and academic research. The department offers courses at the undergraduate and graduate levels. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include an MSc in Administration, an MBA program (with Executive and Aviation options), and a joint PhD program. The Faculty's programs are also accredited by the AACSB. Contact: Please contact Dr. Dominic Pelletier-Rivest directly or send your complete application package by December 1, 2002 to: Dr. Dominic Pelletier-Rivest, (direct) 514-393-0202 ext. 303, or by email: drpelletier@msb.concordia.ca, Chair, Department of Accounting, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 (Tel: 514-393-0202). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

**THE UNIVERSITY OF CALGARY**—Richard F. Haskayne, CFA Chair in Accounting, The Haskayne School of Business, University of Calgary is seeking a distinguished scholar from academia or industry with an international reputation for research in accounting to fill the Richard F. Haskayne CFA Chair position. Please refer to the Haskayne Chair display ad for more information. To see if University of Calgary academic career opportunities, please visit [www.ucalgary.ca/HKChair](http://www.ucalgary.ca/HKChair).

**THE UNIVERSITY OF CALGARY**—The Haskayne School of Business is seeking qualified candidates with a PhD or nearly completed doctorate, to fill a tenure-track position at the assistant level in the area of Accounting. The successful candidate will be expected to take an active role in research. Please refer to the University of Calgary combo display ad for more information. To see if University of Calgary academic career opportunities, please visit [www.ucalgary.ca/HKChair](http://www.ucalgary.ca/HKChair).

## ADVANCED STUDIES

**THE RADCLIFFE INSTITUTE FOR ADVANCED STUDY** at Harvard University awards 40 fully funded residential fellowships each year designed to support post-doctoral scholars and artists, as well as writers and artists of exceptional promise and demonstrated accomplishment. Please check the website for more information: [www.radcliffe.edu/RadcliffeApplicationOffice](http://www.radcliffe.edu/RadcliffeApplicationOffice), 34 Concord Ave., Cambridge, MA 02138, ph: 617-495-1324, fax: 617-495-8136, [fellowship@radcliffe.edu](mailto:fellowship@radcliffe.edu). Applications must be postmarked by October 1, 2002.

## ANTHROPOLOGY

**THE UNIVERSITY OF TORONTO**—The Department of Anthropology seeks applications and nominations for a Tier II Canada Research Chair in the area of human health, with a focus on population biology. This prestigious chair is intended for an outstanding researcher of international repute, at the advanced Assistant to mid level Associate Professor level, whose research and teaching will make major contributions to the quality and stature of the department. The position will be filled either as tenure or tenure track. The position includes potential involvement with human biology, biological anthropology and medical anthropology teaching programs at undergraduate and graduate levels. The position will start in July 2003. The deadline for applications is October 15, 2002. Applicants should send a complete CV, a short statement about their research program, and appropriate material about their teaching. They should also submit the names of four anthropologists who could be consulted about their work. The application should be sent directly to Chair, Department of Anthropology, University of Toronto, 100 St. George Street, 1007, Toronto, Ontario, Canada, M5S 3G3, [lewis@chairs.utoronto.ca](mailto:lewis@chairs.utoronto.ca). The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may bring a new perspective to the department.

**McGILL UNIVERSITY**—The Department of Anthropology seeks applications for a tenure-track Assistant Professor of prehistoric archaeology. Applicants should have a PhD in hand and outstanding records in both research and teaching. Demonstrated expertise in both theory and methods as well as a track record of refereed publications is required. Geographical, temporal, and thematic specializations are open, but an emphasis on gender studies, and/or innovative approaches to archaeological analysis is desirable. The ability to involve both graduate students and undergraduates in an ongoing field project is also a priority. Although instruction at McGill is in English, knowledge of French is an asset. We are looking for someone who can carry out an archaeological program forward in the 21st century. Applications received by October 31, 2002 are assured consideration. Will interview in Winter, appointment on August 1, 2003. McGill is committed to equity in employment. As required by immigration law, this ad is directed in the first instance to citizens and permanent residents of Canada, although other nationalities may apply at the same time. Applications and inquiries should be addressed to: Prof. Bruce Trigger, Chair, Archaeology Search Committee, Department of Anthropology, McGill University, 855 Sherbrooke St. West, Montreal, Que. Canada H3A 2T7. Email: [bruce.trigger@mcgill.ca](mailto:bruce.trigger@mcgill.ca).

**UNIVERSITY OF TORONTO AT SCARBOROUGH**—Physical Anthropology: The University of Toronto at Scarborough, Division of Social Sciences, invites applications for a budget-approved, full-time tenure-track position in Anthropology at the Assistant Professor level, to commence in July 2003. The Division is looking for an anthropologist with rich research and fieldwork experience, together with strengths in theory and teaching, to join a small but vibrant three-field program at the undergraduate level, with graduate students in the Department of Anthropology. Interests in human health, past and present, and in growth and development may be especially welcome. PhD required. The ideal candidate will bring new insights and skills in introductory and advanced teaching to challenge a rapidly growing, culturally diverse student body. The closing date for applications is

November 1, 2002. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and provide names, addresses (including email address) of three referees to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ont. M1C 1A4, Canada. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**THE UNIVERSITY OF VICTORIA** ([www.uvic.ca](http://www.uvic.ca)) invites applications for a tenure-track appointment at the rank of assistant professor in the sub-disciplines of either biological anthropology or archaeological anthropology effective July 1, 2003 subject to budgetary approval. Candidates should hold a completed PhD and have a strong commitment to teaching and research in a department whose members value co-operation between anthropological sub-disciplines. The successful candidates are expected to have broad teaching abilities in their sub-discipline and more specialized research interests that include intellectual depth as well as breadth. Candidates in archaeological anthropology should have a strong research interest in the Neolithic and/or early complex societies with a focus on zooarchaeology, osteoarchaeology, environmental archaeology, or landscape archaeology. Candidates in biological anthropology should have a strong research interest in one or more of the following areas: osteology, paleoanthropology, paleodemography, forensic or growth, development and aging. Applications

must include complete curriculum vitae, the name and addresses (including email, fax and telephone number) of three referees who the department may contact, copies of selected relevant publications and summaries of teaching evaluations. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should be sent to: Dr. Margaret Wilson, Chair, Department of Anthropology, University of Victoria, P.O. Box 3024, Victoria, B.C. V8W 3P5, Telephone: (250) 721-7045, Email: [mwilson@uvic.ca](mailto:mwilson@uvic.ca), Main Office: Telephone: (250) 721-7045, Email: [anthvac@uvic.uvic.ca](mailto:anthvac@uvic.uvic.ca) before December 15, 2002.

**DALHOUSIE UNIVERSITY**—The Department of Sociology and Social Anthropology invites applications for a tenure-track position in Social Anthropology at the Lecturer/Assistant Professor level, effective July 1st, 2003, subject to budgetary approval. Applicants are sought with research and teaching specialization in fields relating to medical anthropology such as international health, migration and refugee health, health issues relating to forms of social violence and trauma, refugee displacement, health in the Aborigine/Indigenous, and transnational health issues. The successful candidate will contribute to the Department's special areas of interest: health, social justice, social inequality, work/industry/development, and who will contribute to the general requirements of teaching Social Anthropology at the undergraduate and M.A. levels. Oppor-

## Brain Research Centre



## Faculty Positions

The Brain Research Centre of UBC and the Vancouver Coastal Health Authority is embarking on a major expansion of its programs, based on recent successes in attracting substantial infrastructure funding.

We have available 5 full-time tenure or tenure-track faculty positions, at both senior and junior levels, across a broad spectrum of areas in Neuroscience. Three of these positions will be Canada Research Chairs in association with the University's "Neuroscience Cluster" in the Faculty of Medicine. These prestigious positions are funded through a federal government program, with access to research support appropriate to the programs and goals. For more information about this program, visit <http://www.chairs.ubc.ca>. The other two positions will be supported through our endowment fundraising initiatives.

Applications are invited in the areas of Stroke, Mood Disorders, Neuroprotection, neurodegenerative disorders, Postnatal Brain Development, Neuronal Plasticity, Synaptic Mechanisms, and Cell Signaling. The Centre specifically encourages individuals using brain imaging and/or genomic/proteomic strategies to apply.

The University of British Columbia hires on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please note that there is no restriction with regard to nationality or residence for Canada Research Chair positions, and such positions are open to all candidates. These offers will be made in keeping with immigration requirements associated with the Canada Research Chairs program.

The expected start date for these appointments is July 1st, 2003 or July 1, 2004. Salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae, the names of three referees, and a statement of current research interests and future plans to: Dr. Max Cynader, Director, Brain Research Centre, University of British Columbia, and Vancouver Coastal Health, 2211 Westbrook Mall, Vancouver, BC V6T 2B5 Canada. Fax: (604) 822-0361, Email: [cynader@brain.ubc.ca](mailto:cynader@brain.ubc.ca). Deadline for applications is December 1, 2002. [www.brain.ubc.ca](http://www.brain.ubc.ca)

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## Answer to Homework!

From page A3, Castor and Pollux will arrive 95 meters from the starting line together. But Castor is the faster and will run the remaining five meters quicker to win the race.



## Dalhousie University

Dalhousie University invites applications and nominations for the position of Dean of the Faculty of Science. It is anticipated that the appointment will become effective on July 1, 2003 and will be for a five year term.

The University, with about 13,700 students and 11 Faculties, is one of Canada's major research and teaching universities. It is located in Halifax, which is the largest city in Atlantic Canada and offers its citizens an outstanding quality of life.

The Faculty of Science is one of the great strengths of Dalhousie University. It is the primary centre in Atlantic Canada for education and research in science. Included among the University's 215 scientists are many award-winning faculty and world-renowned scientists. The Faculty comprises ten departments and has an operating budget of just over \$19 million.

To be the successful candidate, you must have appropriate academic qualifications, a significant record of accomplishment in research and teaching, and substantial management experience. The new Dean will

be expected to consult widely and work co-operatively with members of the Faculty and other senior administrators. The Dean will encourage innovative research and teaching within and across all disciplines in the Faculty.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with a disability in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and landed immigrants.

Persons interested in the position should give full details of their teaching, research and administration experience along with a curriculum vitae. Applications and nominations will be treated confidentially and are to be submitted to Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, Ontario L8P 1H1 or email to [resumes@landmarkconsulting.org](mailto:resumes@landmarkconsulting.org). Additional information about Dalhousie University and the Faculty of Science may be obtained at [www.dal.ca](http://www.dal.ca).

## LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

## CAREERS CARRIÈRES



**McGill**

### Faculty Positions in Comparative Politics

The Department of Political Science invites applications for two tenure-track positions in the field of comparative politics. One position is in African politics and the other in Post-Soviet and East European politics. The Department is interested in applicants whose research is both ethically-informed and who are able effectively to teach a range of courses at the undergraduate and graduate levels. The applicants' record of performance must also provide evidence of outstanding research potential. Preference shall be given to individuals who have completed the PhD.

Applications should include a curriculum vitae, university transcripts, three letters of reference, and a sample of written work. The file must include materials pertinent to the teaching skills of the applicant.

[www.mcgill.ca](http://www.mcgill.ca)

The appointments are expected to be at the level of Assistant Professor and to begin August 1, 2003. Review of applications will begin on October 22, 2002 and will continue until the positions are filled. For more information about the Department and University, visit our web site at [www.arts.mcgill.ca/polsci](http://www.arts.mcgill.ca/polsci).

Please forward application letter and supporting materials to:

**Professor Christopher Manfredi  
Chair  
Department of Political Science  
McGill University  
855 Sherbrooke Street West  
Montreal, Quebec, Canada H3A 2T7**

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.



**McGill**

### Tenure/Tenure-Track Appointments Faculty of Arts

In recognition of the centrality of an understanding of human expression and behaviour, the Principal and Provost of McGill University have approved an extraordinarily imaginative initiative to renew the humanities and social sciences at McGill. During the next year, the Faculty of Arts intends to make fifty tenure/tenure-track appointments in the following departments:

Anthropology in the field of archaeology (2)  
Art History & Communication Studies (2)  
East Asian Studies (1)  
Economics (8)  
English (7)  
English and French Language Centre (1)  
Hispanic Studies (1)  
History (5)  
Islamic Studies (2)  
Italian Studies (1)  
Philosophy (2)  
Political Science (8)  
Sociology (6)  
Social Work (1)

These appointments will focus on, though they will not be limited to, the Faculty's several cross-disciplinary strategic research themes including Canada, Environmental Studies, Health, Cross-Cultural Studies, Languages, Social Statistics, Renaissance Studies, Conflict and Peace Studies, and Development and the New Economy.

We invite applications from candidates with proven records of achievement. French is an asset. More detailed information on the specific fields sought by Departments may be obtained on the departmental web pages accessible through [www.mcgill.ca/arts/](http://www.mcgill.ca/arts/).

Applications must contain a curriculum vitae, statements of the applicant's research agenda and teaching philosophy, and three confidential letters of recommendation sent under separate cover by the candidate's referees at the candidate's request. Applications are to be sent to the Chair of the appropriate Department at the address indicated on the website.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)



**McGill**

### Faculty Position in Political Theory

The Department of Political Science invites applications for a tenure-track position in the field of political theory. Applicants must be able effectively to teach a range of courses at the undergraduate and graduate levels. The applicant's record of performance must also provide evidence of outstanding research potential. Preference shall be given to individuals who have completed the PhD.

Applications should include a curriculum vitae, university transcripts, three letters of reference, and a sample of written work. The file must also include materials pertinent to the teaching skills of the applicant.

The appointment is expected to be at the level of Assistant Professor and to begin August 1, 2003.

[www.mcgill.ca](http://www.mcgill.ca)

Review of applications will begin on October 22, 2002 and will continue until the position is filled. For more information about the Department and University, visit our web site at [www.arts.mcgill.ca/polsci](http://www.arts.mcgill.ca/polsci).

Please forward application letter and supporting materials to:

**Professor Christopher Manfredi  
Chair  
Department of Political Science  
McGill University  
855 Sherbrooke Street West  
Montreal, Quebec, Canada H3A 2T7**

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

turity also exists for involvement in the Department's MA and PhD programmes in Sociology. Applicants should possess a PhD degree or a PhD in hand in Anthropology and have experience in university-level teaching. Applicants should send a letter of application, a up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Victor Thiesen, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4J9. The deadline for receipt of applications is October 15, 2002. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, visibly diverse persons and women.

**ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Anthropology invites applications for an entry-level, tenure-track appointment as an assistant professor, commencing July 1, 2003. The successful candidate will have expertise in socio-cultural anthropology and in a specialized research record. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to: Dr. Rita Thiesen, Chair, Department of Anthropology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: October 15, 2002, or when position is filled. Applicants are responsible for ensuring that their files include letters of reference, are complete by this date. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

#### APPLIED HUMAN SCIENCE

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has up to four tenure-track positions available in the fields of Applied Life Sciences, Group Processes, Leisure Sciences and Therapeutic Recreation. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interior/cbs.htm>.

#### APPLIED MATHEMATICS

**THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in application of their discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names

and addresses of at least three references to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receipt of applications is November 30, 2002. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. The research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomathematics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. Further information about the department may be obtained from our webpage at [www.math.uwaterloo.ca/DepMathematics.html](http://www.math.uwaterloo.ca/DepMathematics.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority.

**THE UNIVERSITY OF WATERLOO** — The Department of Applied Mathematics invites applications for appointment as a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at [www.chair.gc.ca](http://www.chair.gc.ca). The Department of Applied Mathematics, one of five departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from our webpage at [www.math.uwaterloo.ca/DepMathematics.html](http://www.math.uwaterloo.ca/DepMathematics.html). The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to: Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of

Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position in the Department of Applied Mathematics in the area of scientific computation and computational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. The deadline for receipt of applications is November 30, 2002. Applications received after this date will be considered only if the position has not been filled. The above position is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computation and computational mathematics. The expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at [www.math.uwaterloo.ca/DepMathematics.html](http://www.math.uwaterloo.ca/DepMathematics.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.



### Department Head ELECTRICAL AND COMPUTER ENGINEERING

Queen's University at Kingston invites applications for the position of Head of the Department of Electrical and Computer Engineering. The Department is seeking an individual with strong leadership and administrative capabilities who will also contribute to teaching and research excellence.

Queen's University is one of Canada's leading post-secondary institutions, recognized both for the quality of the undergraduate student experience and its commitment to research and graduate education. The Department has a total of 30 full-time faculty positions. Three faculty members are IEEE Fellows. Areas of established and growing strength include communications and signal processing, computer architecture and networks, lightweight and microwave systems and circuits, power electronics, and control systems. Graduate student enrollment is 120, with one-third pursuing doctoral degrees. The undergraduate programs in electrical and computer engineering, which include options in communications engineering and software engineering, serve a total of over 650 undergraduate students. Further information on the Department is available at <http://www.ece.queensu.ca>.

Kingston, Ontario is situated midway between Toronto and Montreal in southeastern Ontario at the junction of Lake Ontario, the St. Lawrence River, and the Rideau Canal. As well as having a reasonable cost of living, the city combines the charms of smaller city living with the cultural advantages made available by the presence of two universities, a community college, and a number of public service institutions.

The successful candidate will have a PhD in electrical or computer engineering with a strong academic record. Demonstrated leadership ability and administrative experience are essential. Preference will be given to candidates who will make direct contributions to the areas of communications, electronics, or computer engineering. Professional Engineering registration, or eligibility and commitment to register as a Professional Engineer, is a necessary condition for appointment.

Applicants should send a curriculum vitae, the names and contact information of three referees, and a statement on teaching and research interests to: **Dr. Thomas J. Harris, Dean, Faculty of Applied Science, Ellis Hall, Queen's University, Kingston, Ontario, Canada K7L 3N6**. Applications will also be accepted by e-mail at mail to: [horned@post.queensu.ca](mailto:horned@post.queensu.ca). Consideration of applications will commence on 1 September 2002, and applications will continue to be accepted until the position is filled.

Queen's University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. This advertisement is directed to both Canadian and international candidates. The academic staff at Queen's is governed by a collective agreement between Queen's University Faculty Association (QUFA) and the University, which is posted at [www.queensu.ca/qufa](http://www.queensu.ca/qufa).

# CAREER CARRIÈRES

## ARCHITECTURE

**DALHOUSIE UNIVERSITY** — The School of Architecture at Dalhousie University in Canada offers an accredited graduate professional degree program in architecture and post-graduate masters degrees in environmental design and architecture. Located within a Faculty of Architecture and Planning, the School emphasizes a strong design orientation, an integrated approach to teaching humanities, technology, and professional practice, and co-operative studies which integrate work experience with academic work. Uniquely in the process of restructuring its professional degree program, the School of Architecture invites applications for a position in design teaching, with an additional concentration in building technology. The successful candidate will have a professional degree in architecture and either be a registered architect or hold a graduate degree in the field, have shown distinction in the practice and teaching of architecture, and hold promise for excellence in design, teaching and research. The portfolio of work should demonstrate the integration of building technology with architectural design in practice and teaching. This is a full-time, tenure track appointment. Rank will be based on experience. The candidate will be expected to teach architecture design studios, develop mandatory courses and lecturers in their area of expertise, supervise graduate theses, develop an area of research and contribute to curriculum development in the area of technology and design. Initial expressions of interest should include a statement of teaching and research orientation, a curriculum vitae, and a preliminary portfolio of design work (five images). Additional material will be requested later. Expressions of interest are requested by September 30, 2002. Additional material will be requested later. All qualified candidates are encouraged to apply, but Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action/Employment Equity Employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. Send application packages to: Professor Christine Macey, Chair of the Appointment Committee, Dalhousie University School of Architecture, 5410 Spring Garden Road, Halifax, Nova Scotia Canada B3J 1T7. Email applications are welcomed and should be sent to: [martha.barnett@dal.ca](mailto:martha.barnett@dal.ca). Martha Barnett is the Administrative Secretary to the Dean of the Faculty of Architecture and Planning, Dalhousie University.

## ART & CULTURE STUDIES

**SIMON FRASER UNIVERSITY** — The School for the Contemporary Arts invites applications for a tenure-track position, to be appointed as the Assistant Professor rank in the Art and Culture Studies Area of the School, beginning September 1, 2003. The School for the Contemporary Arts is an interdisciplinary department offering B.A. in Dance, Film, Music, Theatre, and Visual Art, a B.A. in Art and Culture Studies, and an interdisciplinary M.F.A. The Art and Culture Studies program offers interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture. Applicants for this position should have a doctoral degree in hand or near completion, and a record of active scholarship, promise of excellence in research, and teaching experience. All areas of scholarly specialization in the fine and/or performing arts and their cultural context will be considered. The ability to teach from an interdisciplinary perspective is an asset. Preference will be given to candidates who can demonstrate experience or strong interest in teaching and researching one or more of the following areas: cultural diversity and the arts, film studies and 20C visual art. Maintaining a strong record of research and scholarly publication is

a requirement for tenure and promotion at Simon Fraser University. The successful candidate will actively pursue their own research, be instrumental in developing our undergraduate program in Art and Culture Studies, design and teach large lecture classes in the contemporary arts to B.A. and B.F.A. students, and develop seminars for undergraduate or M.F.A. students. Committee work and graduate supervision are expected. Deadline: October 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval. Applicants should send a CV, an outline of research interests, a statement of teaching interests, three samples of research (reprints and/or abstracts) and the names, addresses, and phone numbers of three referees to: Martin Goffitt, Director School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Canada. (604) 291-5507.

**SIMON FRASER UNIVERSITY** — The Dena Wok School of B.A. in Dance, Film, Music, Theatre, and Visual Art is an A.B.A. program with interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture. The program is located in the School for the Contemporary Arts and is integrated with other programs in the School: B.A. in Dance, Film, Music, Theatre, and Visual Art, and an interdisciplinary M.F.A. Scholars in all areas of specialization in the fine and/or performing arts and their cultural context will be considered for this position. The following areas are of particular interest: cultural diversity and the arts, film studies, 20C visual art and performance studies. The successful candidate will be an outstanding teacher with a dynamic commitment to undergraduate education. A demonstrated interest in program development and interdisciplinary teaching will be an asset. Beginning in the 2004 academic year at the Associate or Full Professor level, this position will be enhanced for the first five years according to the terms of a University Professorship. In addition to the normal remuneration accorded their rank, University Professors receive a salary stipend, annual research funding, and a reduced course load. A University Professorship may be renewed for a further five-year term, and the faculty member continues in a regular tenure position when the University Professorship ends. Applicants should send a CV, an outline of research interests, a statement of teaching interests, up to three reprints, and the names, addresses, and phone numbers of six referees to: Dr. Fred J. Longstaffe, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Canada. Fax (604) 291-5507. Deadline: October 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary approval.

## ATMOSPHERIC SCIENCE

**DALHOUSIE UNIVERSITY** — The Atmospheric Science Program in the Department of Physics and Atmospheric Science is inviting applications for a probationary tenure-track assistant professor position in atmospheric science starting

July 1, 2003. Successful applicants will have a PhD. We seek excellent candidates with expertise in atmospheric radiation, cloud physics, aerosol physics, radar meteorology, paleo-climate, or atmospheric chemistry. Candidates that complement our existing programme in other ways are also encouraged to apply. All applicants should have a strong interest in both undergraduate and graduate teaching, supervising graduate students, as well as demonstrated excellence in their field of scholarly research. The Dalhousie atmospheric science group has a reputation as a leader in atmospheric physics in Canada. Current research focus on aerosol and cloud physics, climate modeling and climate change, atmospheric dynamics, tropical convection, laser remote sensing and atmospheric chemistry. The combination of a strong oceanography department, the presence on campus of the Atlantic Environmental Prediction Research Institute, a division of the Meteorological Service of Canada, as well as the neighbouring Bedford Institute of Oceanography, has brought together a large and active pool of ocean and atmospheric scientists. For more information on the Atmospheric Science Group see: [www.atmos.dal.ca](http://www.atmos.dal.ca). Applicants should submit by regular mail a curriculum vitae, list of publications, a brief research plan, a statement of teaching interests, and arrange for at least three letters of reference to be sent to: Ulfrike Toth, Chair of Search Committee, Dept. of Physics and Atmospheric Science, Dalhousie University, Halifax, NS B3H 3J5, Canada. For fax: 902-494-5191, or e-mail: [physics@dal.ca](mailto:physics@dal.ca). Applications will be reviewed beginning October 15, 2002 or until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disabilities, racially visible persons and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

## BIOLOGY

**THE UNIVERSITY OF WESTERN ONTARIO** — Applications or nominations are invited for the position of Chair, Department of Biology, Faculty of Science, The University of Western Ontario. It is anticipated that this appointment will be at the rank of Full Professor, with tenure, but applications will be considered at any rank. The Department of Biology, created by the July 2002 merger of the Departments of Zoology and Plant Sciences, consists of about 40 faculty, 35 staff, and 80 graduate students. Approximately 125 fourth-year Honours students graduate each year. The department is of central importance within the research-intensive Faculty of Science, as well as the more broadly based biomedical research and teaching community at Western. The successful candidate will have a commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience. The Chair will capitalize on the opportunities provided by the merger, and be creative in adding new dimensions to the activities of the Department. The effective date of the appointment is July 1, 2003. Nominations and applications should be sent to: Dr. Fred J. Longstaffe, Faculty of Science, Western Science Centre, The University of Western Ontario, London, Ontario N6A 5B7. The closing date for applications is November 30, 2002. Positions subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.



The University of Western Ontario

## Assistant/Associate Professor Epidemiology & Biostatistics/Political Science

The Departments of Epidemiology & Biostatistics and Political Science invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant or Associate Professor. This position is a joint appointment between the Faculty of Medicine & Dentistry and the Faculty of Social Science. Applicants should have a PhD in epidemiology, political science, public administration, public health or health administration and have some experience as a manager or policy analyst in the health-care field. They should show evidence of strong research potential and excellence in teaching.

Applicants will be expected to teach courses relating to health policy and administration and program evaluation primarily at the graduate level. They should also be capable of supervising masters- and doctoral level students in both departments and of researching health-policy formation, or evaluation, especially within Canada, at the national, regional, and local levels.

Interested candidates should send a curriculum vitae and the names and addresses of three referees to:

Dr. A. Donner  
Chair, Department of Epidemiology & Biostatistics  
The University of Western Ontario, Kresge Building  
London, ON N6A 5C1

The closing date for applications is December 1, 2002

Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## Canada Research Chair (Tier II) Art, Technology and Culture

The Faculty of Fine Arts seeks applications for a Canada Research Chair, tenure track position in Art, Technology and Culture. This position provides an opportunity to work in a cross-disciplinary, collaborative context that includes a diversity of approaches to cultural theory, cinema/video, electronic arts, interactivity in the performing and visual arts, design, virtual communities and other areas of digitally driven content. Candidates will identify a program of scholarly research located at the intersection of culture, theory and technology as related to the Fine Arts. Applicants must demonstrate the potential to achieve international recognition as a leader in the field in the next five years, and are expected, by the definition of a Tier II Chair, to have earned their terminal degree fewer than ten years ago.

The Faculty of Fine Arts offers vibrant programs in Art Education, Art History, the Mel Hoppenheim School of Cinema, Contemporary Dance, Creative Arts Therapies, Design Art, Digital Image/Sound, Music, Studio Arts, and Theatre. Concordia has recently launched an innovative multi-university research environment, Hexagram: The Institute of Research and Creation in Media Arts and Technologies ([www.hexagram.org](http://www.hexagram.org)). The successful candidate is expected to contribute to the dynamic activities in Hexagram and to the academic programs, including teaching and supervision of graduate students. Pending CRC approval of the nomination, the position is expected to begin in January 2004.

Candidates must hold a PhD or terminal degree in an appropriate field. Applications from scholars and/or practitioners engaged in digital arts theory are welcome. Evidence of research collaboration, and French/English bilingualism are considered assets.

Applications must include a CV, a research plan, the names, addresses, and current contact information for three references, examples of publications and other research activity. Deadline: October 31, 2002. For more information, contact: Liselyn Adams <[liselyn@vax2.concordia.ca](mailto:liselyn@vax2.concordia.ca)>

Materials are to be sent to: Liselyn Adams, Chair, CRC Committee, Faculty of Fine Arts, Concordia University, VA 250, 1395, boul. René Lévesque o. Montréal, QC H3G 2M5

This position is subject to the terms and conditions of the Canada Research Chairs Program and is contingent upon their approval. ([www.chairs.gc.ca](http://www.chairs.gc.ca))

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.



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## Tenure-Stream Position Management Information Systems

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening for the rank of Assistant or Associate Professor in Information Systems, effective July 1, 2003. Qualified individuals must be able to conduct high quality research, teach effectively, and develop new courses and programs in one of the following disciplines: strategic IS/IT, management of information technology, e-business, supply chain management, and enterprise modelling. Eligible candidates must demonstrate the ability to rigorously construct conceptual, architectural, or mathematical models for design, analysis, and management of information systems. In addition, they must be able to demonstrate and evaluate the managerial implications of implementing a particular model.

Preferred candidates will:

- possess a completed doctorate in information systems or related discipline, or be close to completion
- have a strong commitment to scholarly research and publication
- possess an MBA, or a masters in an applied area such as engineering or computer science, and/or have relevant work experience
- provide evidence of effective teaching
- be willing to teach at undergraduate, graduate and post graduate levels

Please send curriculum vitae to:

Wade Cook  
Management Science Area Co-ordinator  
Schulich School of Business  
York University  
Toronto, Ontario  
M3J 1P3 Canada

Salary and benefits are competitive. This position is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Management Science Area welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: <http://www.yorku.ca/caadocs/besides.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. However, all applicants will be given serious consideration.

# CAREERS CARRIÈRES



UNIVERSITY OF  
CALGARY

## Haskayne School of Business

The Haskayne School of Business currently has tenure-track positions available in the following areas: Marketing, Human Resources and Organizational Dynamics, Management Information Systems, Accounting and Finance.

### Full Professor and Assistant Professor, Marketing

The Haskayne School of Business is seeking qualified candidates with a PhD, and an established research publication record, to fill two tenure-track positions – one full professor and one assistant professor – in marketing. The successful candidates will be expected to engage in a program of research in the area that emphasizes B2B, services, relationship and international marketing; innovation and new product development; sales management; and issues at the entrepreneurship/technology/entrepreneurship interface. High motivation for teaching at both undergraduate and graduate levels, as well as supervising higher-degree students in their thesis research, is also a requirement. Anticipated starting date is July 1, 2003.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

Carol Stewart, Associate Dean (Administration)  
Haskayne School of Business, at the address below.  
Fax: 403-282-0095; E-mail: carol.stewart@haskayne.ucalgary.ca

All applications received before December 31, 2002 will receive full consideration. This position will remain open until filled.

### Assistant/Associate Professor, Human Resources and Organizational Dynamics

The Haskayne School of Business is seeking candidates with a completed PhD for near completion by the position start date and demonstrated research potential to fill a tenure-track position at the assistant/associate professor level in Human Resources and Organizational Dynamics, an area that covers organizational behaviour, human resource management, industrial relations, and organizational development. For this competition, preference will be given to candidates with research and teaching interests in human resource management. Applications from both emerging and established scholars are welcome.

The successful candidates will be expected to establish or continue a strong research program, to supervise graduate students in their thesis research, and to teach at both the graduate and undergraduate levels. Anticipated starting date is July 1, 2003.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

Allen Ponak, Chair, Human Resources and Organizational Dynamics  
Haskayne School of Business, at the address below.  
Telephone: 403-220-7584; Fax: 403-282-0095  
E-mail: allen.ponak@haskayne.ucalgary.ca

All applications received by October 15, 2002 will receive full consideration. The competition will remain open until filled.

### Assistant Professor, Management Information Systems

The Haskayne School of Business is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill a tenure-track position at the assistant professor level in Management Information Systems (MGIS). The successful candidate will be expected to engage in a program of research in the area, that includes economics of information systems, diffusion of technology, strategic impacts of IS, and the management of IS. For more information about MGIS, visit [www.haskayne.ucalgary.ca/mgis](http://www.haskayne.ucalgary.ca/mgis). High motivation for teaching at both undergraduate and graduate levels is also a requirement. Anticipated starting date is July 1, 2003.

Malcolm Munro will attend the International Conference on Information Systems to meet with those interested. In addition, we expect to have representatives at other major conferences in 2002, including INFORMS and ISI.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

Dr. Malcolm C. Munro or Dr. Barrie R. Nault  
Management Information Systems  
Haskayne School of Business, at the address below.  
Telephone: 403-220-3732 (Munro) or 403-220-2742 (Nault)  
E-mail: malcolm.munro@haskayne.ucalgary.ca or barrie.nault@haskayne.ucalgary.ca

All applications received before November 15, 2002 will receive full consideration. This position will remain open until filled.

### Assistant Professor, Accounting

The Haskayne School of Business is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill a tenure-track position at the assistant professor level in the Accounting Area. The successful candidate will be expected to take an active role in research. High motivation for teaching at both undergraduate and graduate levels is also a requirement. Consideration will be given to candidates in all areas with preference given to financial accounting and auditing. Anticipated starting date is July 1, 2003.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

Duncan Green, Chair, Accounting Selection Committee  
Haskayne School of Business, at the address below.  
Telephone: 403-220-7171; E-mail: duncan.green@haskayne.ucalgary.ca

All applications received before December 15, 2002 will receive full consideration. This position will remain open until filled.

### Assistant Professor, Finance

The Haskayne School of Business is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill an assistant professor tenure-track position in finance. Applicants interested in corporate finance, international finance, or financial institutions are encouraged to apply. The successful candidate will be expected to take an active role in research. Faculty research interests can be viewed at [www.haskayne.ucalgary.ca/fac](http://www.haskayne.ucalgary.ca/fac). High motivation for teaching at both undergraduate and graduate levels is also a requirement. Anticipated starting date is July 1, 2003.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

Dr. Michael Robinson, Chair, Finance Selection Committee  
Haskayne School of Business, at the address below.  
Fax: 403-220-8476;  
E-mail: michael.robinson@haskayne.ucalgary.ca

All applications received before November 29, 2002 will receive full consideration. This position will remain open until filled.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 1,600 full- and part-time students currently enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the *Financial Times* as a Top-100 business school, the Haskayne School of Business expects excellence in both research and teaching that is reflected in our four-course teaching loads and research support provided.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year-round.

### Assistant Professor, Department of Sociology

The Department of Sociology invites applications for a full-time tenure-track position at the rank of assistant professor effective July 1, 2003. We seek a specialist in life course analysis with a substantive emphasis on sociology of families, though other substantive areas will be considered. We seek a scholar with an active, productive research program and a teaching interest in the area of life course analysis. Applicants should also be prepared to teach at least one of the department's required undergraduate courses in the areas of social theory, statistics, or research methods. A completed PhD at the time of appointment, a demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity or the demonstrable potential to develop such a record are required. The Department has nearly 400 undergraduate majors, and offers BA, MA, and PhD degrees. Applicants may obtain more information on the Department at its Web site: [www.soci.ucalgary.ca](http://www.soci.ucalgary.ca). A Statistics Canada Research Data Centre housing master files of all Statistics Canada's longitudinal surveys is located at the University of Calgary.

Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of written work, and any available teaching evaluations should be sent by October 15, 2002 to the following address. Applicants should also arrange for three letters of reference to be sent to the same address or fax number by the closing date. Richard A. Wanner, Head, Department of Sociology at the address below.  
Fax: 403-282-9238

### Assistant/Associate/Full Professor, Geospatial Information Systems

The Department of Geomatics Engineering invites applications for a faculty position (tenure track) in geospatial information systems effective January 1, 2003. The level will be commensurate with the experience and excellence of the selected candidate. Applicants should have a PhD in science or engineering.

The selected candidate is expected to provide leadership and vision to the geospatial information systems core of the undergraduate program and further development of a related research and graduate program. The selected candidate must have the capability and the willingness to teach various undergraduate courses related to geospatial information systems, in addition to other fundamental engineering courses. Demonstrated expertise in several of the following areas is required: database technology, design and maintenance of spatial and relational databases, object-oriented system and software design, Web-based 3D GIS, development of meta-databases for geospatial data, spatial computation algorithms, and their applications in geomatics engineering. It is expected that the selected candidate's research will be applied to and integrated with selected areas of geomatics engineering, such as resources, mapping and environmental studies. The applicant is expected to develop a strong research program and should be capable of attracting external funding for these research activities and graduate student support. The selected candidate must also have the capability and the flexibility to teach undergraduate engineering courses and will be strongly encouraged or required to register as a Professional Engineer in the Province of Alberta. Significant initial research funding will be provided to the selected candidate.

The Department of Geomatics Engineering is actively involved in all aspects of geomatics engineering and comprises 20 faculty members, some 70 graduate students and 50 students in each year of the undergraduate program. State-of-the-art geomatics engineering equipment and computer facilities are available. Related information can be found at <http://www.geomatics.ucalgary.ca>. The University of Calgary is a co-educational, non-denominational, government supported institution with a student population of about 25,000. The City of Calgary itself has a population of over 900,000 and is situated within an hour's drive of Banff National Park, one of the most beautiful parts of the Rocky Mountains.

Applications should include a detailed curriculum vitae and a complete list of publications. Three letters of reference should be mailed directly to: Head, Department of Geomatics Engineering, at the address below.  
E-mail: [marguerite@geomatics.ucalgary.ca](mailto:marguerite@geomatics.ucalgary.ca). Closing date: October 31, 2002

### Assistant Professor, Geographic Information Science

The Department of Geography invites applications for one tenure-track position in Geographic Information Science and its applications. This position is part of a planned sequence of appointments relating to our Masters in Geographic Information Systems (MGIS) program. The position is at the assistant professor rank and provides an opportunity for a successful appointee to contribute to an exciting degree program. The preferred start date for the position is January 1, 2003, although a later start date may be possible. Applicants should hold a PhD degree at the time of appointment and show evidence of a strong or promising scholarly record.

The Department is seeking a GIS specialist who is capable of teaching a graduate level course in GIS data issues, including data quality, data structures, database design, data mining, warehousing and management issues, security and infrastructure as they relate to GIS and spatial environments.

The successful candidate's principal duties include teaching and research in the MGIS Program. Candidates will be expected to participate in undergraduate teaching, graduate teaching and supervision (in both MGIS and Departmental thesis-based programs), and university service. The individual should also demonstrate potential to establish an externally funded research program at the University of Calgary.

The Geography Department, with a current faculty complement of 28 members, offers BA and BSc degrees and a graduate program leading to the MGIS, MA, MSc and PhD degrees. The Department plays a leadership role in, and has strong linkages with, multidisciplinary programs including Environmental Science, Earth Science and the Transportation Theme School. State-of-the-art research, teaching, computing and analytical facilities are available in the Department.

Consideration of applications will start on October 14, 2002 and will continue until the position is filled.

Applications should include a letter of application, curriculum vitae, a statement outlining teaching and research interests, and evidence of teaching and research ability, including reprints of recent publications. Applicants should arrange to have three letters of reference directly sent to the address below.

Apply: Dr. Dianne Draper, Head, Department of Geography, at the address below. Fax 403-282-6561.

Further information about the Department may be found at: <http://www.ucalgary.ca/geog>

Please do not respond by email to this advertisement.

University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit [www.ucalgary.ca/HR/career](http://www.ucalgary.ca/HR/career)

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# CAREERS CARRIÈRES

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science is looking for one senior Canada Research Chair in Genomics. Please see our full page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/careers.htm>.

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in Genomics. Please see our full page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/careers.htm>.

## BUSINESS

**THE UNIVERSITY OF VICTORIA** — Assistant Associate Professor — Strategy, Business, Government & Society/Ethics, Finance/International Finance. The Faculty of Business is seeking to fill three tenure track positions at the Assistant Associate Professor level in the areas of Strategy (one position), Business, Government & Society/Ethics (one position), and Finance/International Finance (one position). Applicants should hold or have nearly completed a PhD in the appropriate area with a proven record of accomplishment in research and teaching. Candidates with a special interest in international business or hospitality and services management (two of the Faculty's areas of specialization) are particularly encouraged to apply. The Faculty offers three areas of specialization: international business, entrepreneurship, and hospitality & services management and values teaching and research that is both well-grounded in the traditional functional areas, and interdisciplinary. Experience beyond the North American business environment is considered a plus. Salary is commensurate with the applicant's qualifications and experience. The Faculty of Business places a special priority on teaching and research. Based on publications in the top 32 journals over the last 5 years, the faculty placed 10th overall in Canada and first in terms of output per faculty member. The Faculty has received numerous awards for its pedagogy. The Faculty of Business takes pride in giving its students "the international business experience" for which it has received both the *Scotiabank Award for Excellence in Internationalization* from the Association of Universities and Colleges of Canada (AUCC) and the *Award for Outstanding International Program* from the Canadian Bureau of International Education (CBIIE). The faculty is renowned for its international focus, including extensive exchange programs and overseas coop work opportunities for students. Victoria has a population of approximately 375,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three references to: Dr. Al. Dastmalchian, Dean, Faculty of Business, University of Victoria, PO Box 1800, STN CSC, Victoria, B.C. V8W 2Y2. Telephone: 250-472-4614. Fax: 250-211-6613. E-mail: [Dastmalchian@business.uvic.ca](mailto:Dastmalchian@business.uvic.ca), [www.business.uvic.ca](http://www.business.uvic.ca). The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to further diversification of the university. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

en priorité. Considération des applications will be given on Monday, September 15, 2002 but applications will be accepted until the positions are filled.

**WILFRID LAURIER UNIVERSITY** — The School of Business and Economics invites applications for tenured or tenure-track positions in the Accounting, Finance, Marketing, and Management and Organizational Behaviour areas commencing July 1, 2003. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. A senior position at the Associate Full Professor rank may also be considered for candidates with an excellent research track record. Qualifications include a PhD or ABD in Accounting, Finance, Marketing, and Management, and strong research and teaching potential. The successful candidate will be expected to teach effectively at the BBA and MBA levels, and will have demonstrated ability to pursue innovative research, obtain grants and publish in high quality journals. Starting salary is negotiable and varies with qualifications and entrance level. For the Accounting position, qualified candidates working in all areas of accounting, auditing, taxation and accounting information systems will be considered. For the Finance position, the applicant will have a completed PhD in Finance, though applicants who are ABD will be considered. In addition to teaching at the BBA and MBA levels, the ideal candidate will also be prepared to teach doctoral courses in the theory of corporate finance, investment and/or derivatives in anticipation of a proposed PhD program. For Management and Organizational Behaviour, applicants are welcome from the areas of Organizational Behaviour, Human Resources Management and/or Organizational Theory. In particular we encourage applications from mid-career and senior scholars. The successful candidate will be expected to teach effectively at the BBA, MBA and PhD levels. The School has seventy-six full-time faculty in Business, approximately two thousand undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval. Please direct applications by October 15, 2002 to: John McGlothlin, Associate Dean of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3G5, [jmcglothlin@uwaterloo.ca](mailto:jmcglothlin@uwaterloo.ca).

## BUSINESS ADMINISTRATION

**YORK UNIVERSITY** — The School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies, invites applications for two tenure-track appointments in Human Resources Management effective January 3, 2003 or earlier (appointment is subject to budgetary

approval). Candidate qualifications are to include a completed PhD in Human Resources Management or a related area. Candidates with experience in graduate teaching and supervision are especially welcome to apply. Applicants will include teaching and research in Human Resources management, candidates are expected to provide evidence of a scholarly research program and teaching competency at the university level. The School of Administrative Studies, located within the Atkinson Faculty of Liberal and Professional Studies is home to York University's largest undergraduate business, and HR programs, with more than 2500 business majors. At present, the School of Administrative Studies offers undergraduate degree (BAS and BHRM), as well as certificate programs in Human Resources. A proposal to offer a Masters Degree in HRM is awaiting OCEC approval. Information about these programs can be found at [www.atkinsonyork.ca/hrm](http://www.atkinsonyork.ca/hrm). Our students pursue studies in a flexible blend of full and part-time studies, and classes are offered during days and evenings in our trimester academic programs. Salary and rank will be commensurate with qualifications and experience. The deadline for receipt of applications is October 31, 2002. A letter of application, along with a curriculum vitae, the names of three referees, recent scholarly articles, and teaching evaluations should be sent to Brian Gabet, Director, School of Administrative Studies, Atkinson Faculty of Liberal & Professional Studies, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (Telephone: (416) 736-5210; Fax: (416) 736-5953). York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, race/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Administrative Studies welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/aa/](http://www.yorku.ca/aa/) or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

**THE UNIVERSITY OF WINNIPEG** — The Department of Administrative Studies, Atkinson Faculty of Liberal & Professional Studies, is seeking applications for the following position, subject to budgetary approval: One tenure-track position in Administrative Studies at the rank of Assistant Professor, starting January 1, 2003. Salary will be commensurate with qualifications and experience. The Department offers three- and four-year Arts degrees with a major in Administrative Studies. This is a relatively new and growing program at the University of Winnipeg, housed in a state-of-the-art teaching facility. The program emphasizes case-method instruction in a curriculum that spans a range of management disciplines. Preference will be given to candidates with a broad perspective on business and its role in society, interdisciplinary interests, an appreciation of technology, and the versatility to teach at an introductory level in more than one management subject area. There is considerable opportunity for curriculum development in response to student demand and faculty interests. Applicants should have a PhD, or be very near its completion. A strong commitment to undergraduate teaching as well as to research is essential. An understanding of the



THE UNIVERSITY OF BRITISH COLUMBIA

## ASSISTANT PROFESSOR ANTHROPOLOGY

The University of British Columbia, Department of Anthropology and Sociology, invites applications for a tenure-stream position at the rank of Assistant Professor effective July 1, 2003, subject to final budgetary approval. We are seeking an ecological anthropologist. The preferred candidate will have a PhD in Anthropology, and a demonstrated commitment to excellence in field-based research, publication, and teaching in ethnographic areas that complement our current strengths in Canadian First Nations and the Pacific Rim. This position would provide linkage to other departments in Arts and to other units such as the Liu Centre for the Study of Global Issues and the Sustainable Development Research Institute. While the areas of interest within ecological anthropology are open, research with a focus on internationalization and globalization is preferred.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

Applications should include a curriculum vitae, letters of reference from three referees (sent under separate cover), two samples of written work, and a summary of current and future research interests, and should be sent by **October 31, 2002** to: Dr. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC V6T 1Z1.



QUEEN'S SCHOOL OF BUSINESS

## QUEEN'S UNIVERSITY Kingston, Ontario, Canada

## Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policies (Assistant, Associate or Full Professor levels).

### QUALIFICATIONS:

Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

### COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

### INSTITUTION:

Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

### THE CITY:

Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chateleine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: [deansoffice@business.queensu.ca](mailto:deansoffice@business.queensu.ca).

Thomas Anger, Associate Dean  
Queen's School of Business, Queen's University  
Dunning Hall - Rm. 140  
Kingston, Ontario K7L 3N6

[www.business.queensu.ca](http://www.business.queensu.ca)



McGill

## Postes de professeur en nanosciences Faculté des sciences

Dans le cadre du grand projet d'expansion de McGill dans le domaine des nanosciences et des technologies, la faculté des sciences cherche à pourvoir six nouveaux postes correspondant à la permanence dans plusieurs de ses départements. Trois de ces postes relèveront des départements de chimie et de physique, tandis que les départements des trois autres postes restent à déterminer. Les facultés de génie, de médecine dentaire et de médecine cherchent pour leur part à pourvoir sept autres postes.

En dehors de leurs nominations départementales, les candidats se trouveront répartis aux travaux de l'Institut des matériaux de pointe de McGill (IMPMP). L'IMPMP coordonne les rapports et les partenariats entre les facultés et les départements de l'Université, en offrant un milieu interdisciplinaire stimulant.

La vision que nous tend ce projet d'expansion est alimentée par l'espoir que les nanosciences aboutiront à de nouvelles sciences fondamentales, à de nouveaux matériaux et à de nouvelles technologies, en raison des propriétés exceptionnelles des matériaux à l'échelle nanométrique. À l'échelle nanométrique, les solides et les liquides changent radicalement de propriétés, tandis que les effets de la mécanique quantique, de la structure atomique et moléculaire et des fluctuations se font concurrencer.

Cette initiative raffermira les recherches de qualité supérieure qui se font déjà dans le domaine des nanosciences à la faculté des sciences, notamment dans les départements de chimie et de physique. Une importante infrastructure destinée aux nanosciences, le complexe des outils nanométriques, est en cours de construction dans le pavillon

Rutherford de physique. Cette infrastructure de plusieurs millions de dollars a été financée en partie par la Fondation canadienne pour l'innovation et par le ministère de l'Éducation du Québec. Ce complexe réunira les outils nécessaires à la conception, à la fabrication et à l'étude des nanostructures. On y trouve des instruments de micro-usinage, de microscope à basse température et à vide très poussé et de manipulation atomique, de calcul à grande échelle ainsi que des salles blanches qui couvrent environ 350 mètres carrés.

Les candidats de toutes les disciplines qui ont un rapport avec les nanosciences sont invités à postuler ces postes. Les candidats retenus doivent être d'excellents professeurs et des chercheurs hors pair. Ils sont priés d'envoyer leur curriculum vitae, un énoncé de leurs objectifs et de leurs plans de recherche, un énoncé de leurs intérêts et de leurs principes d'enseignement ainsi que les nom et adresse d'au moins trois répondants, à qui ils voudront bien demander d'adresser leurs lettres directement à McGill, à l'adresse suivante :

Robyn Withshire, directeur administratif  
Faculté des sciences  
Pavillon O'Connell, Université McGill  
853, rue Sherbrooke ouest  
Montréal (Québec) H3A 2T6 Canada

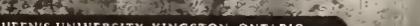
L'examen des demandes débutera le 1<sup>er</sup> janvier 2003 et se poursuivra jusqu'à ce que les postes soient pourvus. Les candidats possédant les qualifications voulues pourront être nommés pour des chaires de recherche du Canada, et se voient accorder de généreuses subventions de démarrage.

Tous les candidats qualifiés sont invités à poster leur candidature, toutefois, les citoyens canadiens et les résidents permanents du Canada se voient accorder la priorité. L'Université McGill soutient à l'équité en matière d'emploi.

[www.mcgill.ca](http://www.mcgill.ca)



Queen's  
UNIVERSITY



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

[www.queensu.ca](http://www.queensu.ca)

online deadline is 1 Nov. 2002.

**MC GILL UNIVERSITY** – The Department of Chemistry is seeking applications for a tenure-track position at one of our outstanding research laboratories. CISC level I or II applicants are encouraged to apply. Applicants with interests in any aspect of modern experimental polymer or physical chemistry are encouraged to apply. Expertise in synthesis, spectroscopy, or microscopy is preferred. Research areas include polymer synthesis, polymer spectroscopy, or microscopy. Applicants must have had postdoctoral or industrial experience in a related research field. The successful candidate will be expected to teach at the undergraduate and graduate levels and to participate in a vigorous research program. Review of applications begins immediately; the expected starting date is September 1, 2003. For more information about the department, visit our web site at <http://www.chem.mcgill.ca>. Candidates should send (not by email) a curriculum vitae, a research proposal (including details of recent research), a list of references, a list of names and addresses of referees (with e-mail addresses), a teaching statement, and arrange to have at least three letters of recommendation sent to the Search Committee (Physical/Materials, Department of Chemistry, McGill University, 801 Sherbrooke St. W., Montreal, Quebec H3A 2K4).

## CAREERS CARRIÈRES



The University of Western Ontario

### Academic Vacancies 2003-2004 Department of Economics

The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2003 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, probationary (tenure track) or tenured positions.

#### Professor

Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties.

#### Assistant and Associate Professors

At Assistant level, consideration will be given to applicants with a PhD or expected in 2003, or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. These are tenure track and limited-term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties.

#### Lecturers

Work towards PhD or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. These are limited-term positions, and initial appointments may be made for periods of not less than twelve months and not more than five years. Duties of Lecturers include teaching various undergraduate courses in Economics, including Lectures in Economics, plus some administrative service. Full-time salary floor \$37,500 (as of June 30, 2002). Appointments effective September 1, 2003.

Applicants should contact the:

Chair, Department of Economics  
The University of Western Ontario  
London, Ontario, Canada, N6A 5C2

Positions are subject to budget approval  
Closing date for receipt of applications is November 8, 2002

All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada, however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

**WILFRIED LAURIE UNIVERSITY** — The Department of Chemistry at Wilfrid Laurier University is seeking a tenure-track appointment at the rank of Assistant Professor effective July 1, 2003, subject to budgetary approval. An appointment at the Associate level will be considered for candidates with a PhD and post-doctoral experience in any area of organic chemistry, evidence of commitment to and superior ability in teaching and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have three letters of reference forwarded by November 22, 2002, to Dr. Ian Hamilton, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5 (email: hamilton@uwaterloo.ca). All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given first priority. The University is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. For more information, about Laurier, please visit [www.wlu.ca](http://www.wlu.ca).

**THE UNIVERSITY OF WINDSOR** invites applications for two tenure-track faculty positions in the Department of Chemistry and Biochemistry in the areas of Organic Chemistry and Biochemistry commencing January 1 or July 1, 2003. Subject to budgetary approval, we are seeking candidates with a PhD and post-doctoral experience in their field. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruitment@uwaterloo.ca](mailto:recruitment@uwaterloo.ca).

#### CLASSICAL LANGUAGE & LITERATURE

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Classical, Near Eastern and Religious Studies invites applications for a tenure-track position in Classical Language and Literature at the level of Assistant Professor beginning July 1, 2003 subject to budgetary approval. The successful candidate will be expected to be well grounded in Greek and/or Latin literature; to have a broad familiarity with critical methods and theories in literature, and to be able to teach a range of courses that combine the interests of the multi-faceted Department, but we are particularly looking for a specialist in epic and/or lyric poetry. Ability to teach Greek and/or Latin through the PhD is expected. Experience with interdisciplinary teaching and research is an asset. Applicants should have completed the PhD and demonstrated their commitment to scholarship through publication. Teaching experience at the post-secondary level is desirable. Salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current CV and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to The Chair, Search Committee, Department of Classical, Near Eastern and Religious Studies, University of British Columbia, 2180-1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada, no later than October 31, 2002. Interested applicants may submit their CVs to [hr@ubc.ca](mailto:hr@ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian and permanent residents of Canada will be given priority.

#### CLASSICS

**THE UNIVERSITY OF VICTORIA** — The Department of Greek and Roman Studies invites applications for a position in Greek archaeology at the Assistant Professor level. Applicants should demonstrate potential in research and publication, the ability to offer a broad range of courses in Greek archaeology, and the ability to introduce innovative courses related to their research areas, and to teach Greek language and literature at the undergraduate level. In addition, the successful candidate should be willing to supervise graduate students concentrating on Greek archaeology or to act as a participant in other relevant components of our graduate program. The Department will consider applications across a broad historical and methodological spectrum, but will be most interested in candidates who display an engagement with social and cultural issues, and an interest in field work. Applications from candidates with innovative, interdisciplinary or cross-cultural approaches to Greek archaeology and art will also be particularly welcome. In addition, the Department of Greek and Roman Studies has been asked to institute a PhD program, and seeks candidates who would be interested in assisting in the development of such a programme. The appointment will commence on July 1, 2003. The salary floor for an Assistant Professor as of January 2002 is \$45,740. Please send a letter of application and curriculum vitae to the Chair by November 15, 2002. In addition, three referees should be asked to send confidential letters to the Chair by the same date. Professor I. and E. Holmberg, Chair, Department of Greek and Roman Studies, Box 3845, University of Victoria, Victoria, B.C. V8W 3P4, Canada. Tel: (250) 721-5256, Fax: (250) 721-5256, e-mail: [ingrid@web.ubc.ca](mailto:ingrid@web.ubc.ca). The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in Classical Archaeology. Please see our full-page advertisement in this issue or visit us on the Web at <http://classics.concordia.ca/interior/jobs.cfm>.

**DAKOTA UNIVERSITY** — Applications are invited for a tenure track appointment at the Lecturer/Assistant Professor level effective July 1, 2003 in History of Ancient Greece, Politics, Society and Culture. This position is subject to budgetary approval. All candidates will possess philosophical competence in Greek and Latin normally expected in international Classical Scholarship. At the undergraduate level a demonstrated ability to teach large introductory classes, and intermediate classes in more than

one area of classical studies, is essential. The successful applicant will be able to contribute to the Graduate Programme of the Department. The preferred area is in a text-based and interdisciplinary approach to the history of Greek culture, an interest in historiography would be advantageous. Competence and readiness to teach Latin or Greek language and literature at the undergraduate level are expected. Applicants should have completed the PhD or have the PhD in hand and show competence in teaching, research and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. A letter of application, complete and up-to-date curriculum vitae, and three letters of professional recommendation should be sent to: Dr. O.K. House, Chair, Department of Classics, Dalhousie University, 6135 University Avenue, Halifax, Nova Scotia, B3H 4P9. The closing date for applications is October 15, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, locally visible persons and women.

#### COMBINATORICS & OPTIMIZATION

**THE UNIVERSITY OF WATERLOO** — The Department of Combinatorics and Optimization invites applications for one or more tenure-track faculty positions in any of the Departments of Combinatorics, Optimization, Combinatorial Optimization, Continuous Optimization, Cryptography, Graph Theory, and Quantum Computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. Outstanding junior candidates will be considered for a Ten Canada Research Chair. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching in the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2003. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected recent publications and the names of three referees to: Prof. W.H. Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: [combin@math.uwaterloo.ca](mailto:combin@math.uwaterloo.ca), Phone: (519) 888-4567 x3482, Fax: (519) 725-5441. Web: <http://www.math.uwaterloo.ca/CanO/>, Dept/index. Closing date for receipt of applications is December 10, 2002.

### Academic Nursing Positions Centre for Nursing and Health Studies

Athabasca University, Canada's Open University™, invites applications for two tenure-track positions and two three-year term positions within the Centre for Nursing and Health Studies (CNHS). One of the tenure track positions will be primarily responsible to the Master of Health Studies (MHS) program, which is delivered exclusively via the World Wide Web. The MHS program includes course and project based streams in Leadership and in Advanced Nursing Practice. The successful candidate in this challenging position will possess an earned doctorate degree in a health-related field. A Master of Nursing degree and experience teaching on-line would be considered definite assets. The competition for this position closes 15 October 2002.

Responsibilities in the second tenure track and the two three-year term positions will include coordinating, teaching and evaluating courses in either the post-RN BN distance delivery program or the newly established Athabasca University at Mount Royal College Bachelor of Nursing (AU at MRC BN) program which is taught on-site in Calgary. These innovative programs offer opportunities for students to pursue baccalaureate undergraduate nursing education through classroom and distance delivery modes of study. Opportunities may also exist for qualified applicants to teach in the MHS program. Preference will be given to candidates who possess an earned doctorate in nursing or a related field of study. At minimum, applicants will possess a master's degree and at least one degree in nursing (master or baccalaureate). In addition, applicants must be eligible for registration with the Alberta Association of Registered Nurses (AARN). Experience in nursing education, either in the classroom or via distance delivery, is a definite asset. Successful candidates will be imaginative, highly motivated, self-directed, and will possess outstanding communication skills. The competition for these three positions will remain open until suitable candidates have been secured.

The successful candidates in each position will maintain an ongoing program of research and other scholarly pursuits, serve on select university committees, and engage in community activities. Annual research and study leave are included as part of a generous benefit package.

All positions commence 2 January 2003 or as soon as possible thereafter. The term positions have an option for renewal, contingent on satisfactory performance, funding and program continuation. The successful candidate for the position in the AU at MRC BN program will be located in Calgary; place of residence for the remaining candidates is optional. Occasional travel within Alberta and beyond may be required.

For further information, please contact Dr. Donna Romy, Director, Centre for Nursing and Health Studies, by phone at (780) 675-6794 or e-mail at [droymn@athabasca.ca](mailto:droymn@athabasca.ca).

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses (including e-mail addresses if possible) and telephone numbers of three referees by mail to the Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail at [resume@athabasca.ca](mailto:resume@athabasca.ca) or by fax at (780) 675-6135.

Athabasca University  
Canada's Open University™



McGill

### Postes de professeur en bio-informatique Faculté des sciences

La faculté des sciences cherche à pourvoir trois nouveaux postes conduisant à la permanence dans le domaine de la bio-informatique. L'un de ces postes relèvera de l'École d'informatique, un autre du département de biologie, tandis que le département de biochimie restera à déterminer. Quatre postes dans d'autres facultés font également l'objet d'un recrutement actif. Les candidats retenus feront également partie du Centre de bio-informatique de McGill de création récente. Ce Centre compte actuellement une douzaine de membres des facultés des sciences de l'agriculture et de l'environnement, de médecine et des sciences. Ces membres participent à des projets de grande envergure qui portent (sans toutefois s'y limiter) sur la génomique, la génomique fonctionnelle, la protéomique, les interactions entre protéines, la biologie structurale, l'informatic clinique, la physiologie, l'évolution du génome et la simulation cellulaire.

La faculté des sciences est l'un des principaux partenaires de cet important projet d'expansion de la bio-informatique à l'Université McGill. Outre l'École d'informatique et le département de biologie, les départements de chimie, de mathématiques et statistique et de psychologie sont eux aussi désireux de recruter des professeurs de bio-informatique dans leurs disciplines. La faculté est à la recherche de candidats qui s'intéressent à l'analyse des données, la génomique fonctionnelle et les systèmes de protéomique, les bases de données d'exploration des données, la biologie intégrative et des systèmes, les algorithmes et l'apprentissage machine, les neurosciences et l'imagerie, la combinatoire phylogénétique, l'analyse des réseaux biochimiques, la modélisation stochastique, la génétique statistique, la transcription génique, l'épidémiologie génétique, les rapports entre structure et spectrométrie, le calcul quantique et l'intelligence artificielle/l'interface instruments.

L'Université McGill compte de nombreux chercheurs dynamiques dans les domaines des sciences de la vie et du calcul. De nouveaux importants pavillons de génomique et de protéomique, des technologies d'information et des sciences de la vie sont en cours de construction sur le campus et un programme dynamique de recrutement de professeurs est en cours dans toutes les disciplines. Les nouveaux professeurs pourront bénéficier également des programmes de recherche baccalauréat et des programmes de la faculté de médecine de McGill de calibre mondial. Montréal s'enorgueillit de plusieurs universités et instituts de recherche, d'un nombreux effectif étudiant, d'un secteur biopharmaceutique en plein essor, en plus d'être réputée pour sa qualité de vie.

Voilà une occasion exceptionnelle de prendre part à de grandes initiatives dans le domaine de la bio-informatique dans le milieu universitaire et d'entreprendre de nouvelles recherches intégratives dans un milieu axé sur la collaboration.

Les candidats sont priés d'envoyer un curriculum vitae, un énoncé de leurs objectifs et de leurs plans de recherche, un énoncé de leurs intérêts et de leurs priorités d'enseignement ainsi que les noms et adresses d'au moins trois répondants, à qui ils voudront bien demander d'adresser leurs lettres directement à McGill, à l'adresse suivante:

Robyn Wiithers, directeur administratif  
Faculté des sciences

Pavillon Dawson, Université McGill  
853, rue Sherbrooke ouest  
Montréal (Québec) H3A 2T6 Canada

L'examen des demandes débutera le 1<sup>er</sup> novembre 2002 et se poursuivra jusqu'à ce que les postes soient pourvus. Les candidats possédant les qualifications voulues pourront être nommés pour des chaires de recherche du Canada, et se verront accorder de généreuses subventions de démarrage. Tous les candidats qualifiés sont invités à poser leur candidature. Toutefois, les candidats canadiens et les résidents permanents du Canada se verront accorder la priorité. L'Université McGill soutient à l'équité en matière d'emploi.

[www.mcgill.ca](http://www.mcgill.ca)

## CAREERS CARRIÈRES



### Dalhousie University Dean, Faculty of Dentistry

Dalhousie University invites applications and nominations for the position of Dean, Faculty of Dentistry. The appointment of the new Dean will be effective July 1, 2003, and will be for a five-year term, with the possibility of renewal.

Dalhousie has 11 Faculties and about 14,000 degree students. It is located in Halifax, the largest city in Atlantic Canada and affords its citizens an outstanding quality of life.

The Faculty of Dentistry offers the D.D.S. Degree, the Diploma in Dental Hygiene, the Certificate Qualifying Program in Dentistry, an M.A.Sc. in Prosthodontics, and a combined M.D. and M.Sc. in Oral and Maxillofacial Surgery. On March 1, 2002, 132 students were registered in the D.D.S. Program, 79 in D.H. Program, and 15 in the Dentistry Qualifying Program. The Faculty is organized into four academic units: Dental Hygiene, Applied Oral Sciences, Dental Clinical Sciences, and Oral and Maxillofacial Sciences. The Dentistry Building provides some of the best teaching facilities and patient clinics in Canada, and houses the new school of Biomedical Engineering which has very close links with the Faculty.

The Dean is responsible for the academic and administrative leadership of the Faculty, and is the foremost ambassador of the Faculty. The successful candidate for this position will have a distinguished record of teaching and research in dentistry or dental hygiene, substantial experience in a university setting, and demonstrated administrative ability.

For further information on the Faculty, the position and candidate qualifications and qualities please go to [www.dal.ca/provost](http://www.dal.ca/provost) and click on searches.

Those forwarding applications should give full details of their teaching, research and administrative experience, and provide a full curriculum vitae and the names of four referees who can speak to their suitability for the position. All applications and nominations will be held in strict confidence.

Materials should be sent before **October 1, 2002** to:  
**Dr. Sam Scully, Vice-President Academic & Provost**  
**Chair, Search Committee for Dean of Dentistry**  
**Dalhousie University, 6299 South Street**  
**Halifax NS Canada B3H 4H6**

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/ Affirmative Action employer. The University encourages applications from Aboriginal people, persons with a disability, racially visible persons and women.



### The University of Lethbridge

#### TENURE - TRACK POSITION AVAILABLE

The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada, has an opening for a tenure-track position in Information Systems to begin July 1, 2003. Rank and area of specialization are open, as we are seeking the best overall candidate. Individuals who have or are near completion of a Ph.D., who are committed to effective and innovative teaching as well as to quality, scholarly research, are encouraged to apply.

#### Faculty of Management

The Faculty of Management values both teaching and research excellence. Class sizes are reasonable, and teaching loads are attractive. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interests and approximately 2100 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the innovative Theory-Into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: [www.uleth.ca/man/](http://www.uleth.ca/man/).

#### University of Lethbridge

Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: [www.uleth.ca](http://www.uleth.ca)

#### The City of Lethbridge

The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit their website at: [www.city.lethbridge.ab.ca](http://www.city.lethbridge.ab.ca)

Please direct applications and inquiries to Dr. John Usher, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada, or e-mail: [co-leth@white.uleth.ca](mailto:co-leth@white.uleth.ca)

The University of Lethbridge is an equal opportunity employer.

### Vice-recteur à la recherche/ Vice-Provost, Research

Concordia University seeks qualified applicants for the position of Vice-recteur à la recherche/Vice-Provost, Research for a five-year contract (renewable once) commencing January 1, 2003 or as soon thereafter as possible.

#### Duties

The VR/VP, Research reports to the Provost and through the Provost to the Rector and is a member of the Rector's Cabinet. She or he functions as the chief research officer of the University to further the academic plans and priorities of the University and its Faculties with respect to research. More specifically:

- the VR/VP, Research has the primary institutional responsibility to coordinate, facilitate and monitor all University-wide efforts to enhance and support research, research funding and knowledge transfer;
- she or he oversees and coordinates representation, lobbying and negotiations with external bodies on research-related matters;
- the VR/VP, Research ensures that Concordia has appropriate up-to-date University-wide policies with respect to research and the mechanisms to monitor their application;
- she or he oversees University-level research services so that the latter are well-oriented, efficient and effective, and addresses the specific needs of the Faculties and their researchers.

#### Qualifications

The successful candidate will have had either (a) an extensive and accomplished career as a professional in research administration, with an earned PhD and significant familiarity with universities and university-based research, or (b) an extensive and accomplished career as a university-based researcher, with significant experience and accomplishments in research administration. English and French proficiency is essential.

Applications, including a full curriculum vitae and a one-page summary of relevant experience, will be accepted until October 15, 2002 and should be sent to:

**Heather Adams-Robinette**  
**Concordia University**  
**University Secretariat - BC 321**  
**1455 de Maisonneuve ouest**  
**Montreal, Quebec**  
**H3G 1M8**

*Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.*



**Concordia**  
**UNIVERSITY**

**Real education for the real world**

[www.concordia.ca](http://www.concordia.ca)

Montreal, Quebec, Canada



**McGill**

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of administrative and support staff.

### Faculty Position in Quantitative Psychology

The Department of Psychology of McGill University invites applications for a tenure-track position at the Assistant or Junior Associate Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology but candidates involved in the development of data analysis techniques appropriate to behavioural or neural science are particularly encouraged to apply.

Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant externally funded research productivity, and applicants at the Associate Professor level should have such a record. Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment.

All applicants are expected to have an aptitude for undergraduate and graduate teaching.

Review of applications will begin November 15, 2002 and continue until suitable candidates have been identified. Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and some selected reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to:

**Chair**  
**Quantitative Psychology Search Committee**  
**Department of Psychology**  
**McGILL UNIVERSITY**  
**1205 Dr. Penfield Avenue**  
**Montreal, Quebec, Canada H3A 1B1**

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

[www.mcgill.ca](http://www.mcgill.ca)

# CARRIÈRES

## COMMERCIAL

**THE UNIVERSITY OF SASKATCHEWAN** — The College of Commerce consists of approximately 60 full-time faculty and offers a wide range of specialization programs to approximately 1850 full-time students. A new state-of-the-art teaching facility was opened in 2000. Department of Accounting, Assistant/Associate Professors of Accounting. Applications are invited for tenure-track or visiting positions in any rank in all areas of accounting, including: Auditing, Taxation, Financial Accounting, and Management Accounting. Applicants should possess a relevant doctorate or be in the final stages of completion. A commitment to teaching excellence and publishing in quality journals is required. Three degree programs in accounting are offered: bachelor, a research-based Masters, and a professionally oriented Masters. Department of Management and Marketing. Assistant/Associate Professor of Marketing. Subject to budget approval, applications are invited for tenure-track positions in Marketing at the rank of Assistant or Associate Professor in all areas of marketing. Applicants should possess a relevant earned doctorate or be in the final stages of completion. Applicants will be judged on potential for high quality teaching and scholarly research. Teaching at the undergraduate, MSc, and MBA level. Assistant/Associate Professor of Management. Subject to budget approval, tenure-track positions in management may be available in areas of: Marketing, Finance, and Government, International Business, Strategy, Organizational Behavior, and Business Law. Applicants should possess a relevant earned doctorate or be in the final stages of completion. Applicants will be judged on potential for high quality teaching and scholarly research. Teaching at the undergraduate, MSc, and MBA level. Assistant/Associate Professor of Management. Subject to budget approval, tenure-track and term positions may be available in Accounting, Business Communications, Financial Services, and Organizational Behavior, Management, Management Science, and Marketing. The University of Saskatchewan is committed to Employment Equity. All members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Please send applications, with a CV and the names of three references to V. Thirumangalakudi, College of Commerce, University of Saskatchewan, 25 Campus Drive, Saskatoon, SK, Canada S7N 5A7 (email: [personnel@commerce.usask.ca](mailto:personnel@commerce.usask.ca)).

## COMMUNICATION SCIENCES & DISORDERS

**THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Health Sciences invites applications for a position at the rank of Assistant Professor in Audiology with a specialty in Adult/Audiological Rehabilitation, in the School of Communication Sciences and Disorders. The successful candidate will be responsible for teaching, developing and sustaining a program of research, and providing clinical services to hearing-impaired university and community students. Candidates must have a PhD in Communication Sciences and Disorders, or a related field. Candidates must provide evidence of ability to develop and sustain an independent program of research. Preference will be given to candidates who have successfully completed a graduate program and supervised graduate students. The School of Communication Sciences and Disorders includes Schools (Kinesiology, Nursing, Occupational Therapy and Physical Therapy) in the Faculty of Health Sciences, which also houses an interdisciplinary program — Bachelor of Health Sciences. The School offers only graduate-level degrees in the disciplines of Audiology and Speech-Language Pathology, which is a Master of Science (MSc) and Master of Clinical Science (MCS), and participates in an interdisciplinary doctoral program in Rehabilitation Science. The MCS focuses on the development of clinical excellence, while the MSc includes both clinical and research training. The School maintains a full-service Speech and Hearing Clinic that provides the assessment and treatment of speech, language, voice and hearing disorders, counselling, and related activities. The effective teaching of the undergraduate and graduate students is a priority. Interested candidates should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three references to: Dr. Robert M. Gordon, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 3K1, <http://www.uwo.ca/hsc>. The deadline for receipt of applications is October 10, 2002. Please quote number H501 on all correspondence. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Health Sciences invites applications for a limited term position (up to 3 years), as a Clinical Lecturer/Supervisor in Speech-Language Pathology, in the School of Communication Sciences and Disorders. The successful candidate will have experience in the assessment and remediation of pediatric speech and language impairments, with particular emphasis in the area of school age language disorders. Responsibilities include development of innovative service delivery programs; supervision of graduate students engaged in the assessment and treatment of school aged children with speech and language impairments; administrative duties associated with clinical practice and service within the School. Candidates must have a professional degree in Communication Sciences and Disorders, 2 full-time or 3 part-time years of experience in the area of childhood language impairment and their relationship to speech and language disorders, and a strong clinical background in the area of childhood language impairment and their relationship to speech and language disorders. The School of Communication Sciences and Disorders is an interdisciplinary program — Bachelor of Health Sciences. Only graduate-level degrees are offered in Audiology and Speech Pathology are offered by the School. These include a Master of Science (MSc) and Master of Clinical Science (MCS). The MCS focuses on the development of clinical excellence, while the MSc includes

both clinical and research training. The School maintains a full-service Speech and Hearing Clinic that provides the assessment and treatment of speech, language, voice and hearing disorders, counselling, and related activities. The effective teaching of the undergraduate and graduate students is a priority. Interested candidates should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three references to: Dr. Robert M. Gordon, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 3K1, <http://www.uwo.ca/hsc>. The deadline for receipt of applications is October 10, 2002. Please quote number H501 on all correspondence. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## COMMUNICATION STUDIES

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Sciences has two tenure-track positions available — one in the field of Media Theory and Practice, the other in the field of Communication, Culture and Society. Please see our full-page display ad in this issue or visit us on the Web at <http://www.concordia.ca/commstudies>.

## COMPUTER SCIENCE

**THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position (rank open) in the School of Computer Science for the position of SHARCNET Chair in Distributed High Performance and Grid Computing commencing January 1, 2003 and a tenure-track faculty position (rank open) in Computer Science. Subject to budgetary approval, for detailed position descriptions visit our website at: [www.uwo.ca/faculty/csc](http://www.uwo.ca/faculty/csc). Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4 Tel: 519-253-3000, Ext. 2399, Fax: 519-253-7093; Email: [garabon@uwo.ca](mailto:garabon@uwo.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drake, Director, Faculty Recruitment at 877-665-5608 (toll free) or [recruitment@uwo.ca](mailto:recruitment@uwo.ca).

## CRIMINOLOGY

**SIMON FRASER UNIVERSITY** — The School of Criminology is inviting applications for one tenure-track position at the Assistant Professor level, starting September 1, 2003. The School has a reputation for excellence in undergraduate programs with over 700 majors and minors in Criminology. It also offers graduate programs leading to the degrees of M.A. and Ph.D. There are some 70 students enrolled in such programs. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy, Crime Prevention Analysis Laboratory, Feminist Institute for Studies on Law and Society, International Centre for Criminal Law Reform and Criminal Justice Policy, the Mental Health, Law and Policy Institute and the Centre for Forensic Studies. The teaching faculty is multi-disciplinary and, at present, consists of 26 members. Qualifications: A PhD is required. Experience in research with a demonstrated ability to be considered applicants must specialize in the areas of quantitative and qualitative research methods in the social sciences, preferably in the area of criminological research. Duties: To undertake research and to conduct teaching at the undergraduate and graduate levels in the School of Criminology. The applicant should be prepared to teach courses in the above areas, as well as other courses to be determined upon arrival. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This is an entry-level position (Assistant Professor). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Please send applications, with a CV and the names of three references to: Dr. Robert M. Gordon, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 3K1, <http://www.uwo.ca/hsc>. The deadline for receipt of applications is October 10, 2002. Please quote number H501 on all correspondence. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## CRIMINOLOGY & CRIMINAL JUSTICE

**ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Criminology and Criminal Justice is seeking an entry-level, tenure-track position at the assistant or associate professor rank, commencing July 1, 2003. The successful candidate will have a doctorate in Criminology or a closely related cognate discipline with evidence of established teaching and research in criminology and criminal justice. Core teaching areas include Introduction to Criminology and Criminal Justice, Criminological Theory, and Criminological Methods. Other areas of teaching and research interest include: forensic psychology, victimology, and criminal justice policy. We are particularly interested in a candidate who can develop the international component of the Department, creating courses in comparative criminal justice systems and international crime control policy, conducting international research projects, and forging links with other national and regional centres of criminology around the world. Applicants should submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and letters of recommendation to: Dr. Chris McCormick, Acting Chair, Department of Criminology and Criminal Justice, St. Thomas University, Fredericton, NB, Canada E3B 6C4. Closing date: October 15, 2002. When position is filled, Applicants are

responsible for ensuring that their file, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. St. Thomas University is committed to employment equity for women. Native persons, members of visible minority groups, and persons with disabilities.

## DENTISTRY

**THE UNIVERSITY OF ALBERTA** — "A love of science and an interest in discovery are the seeds that graduate schools nurture into 'PhDs'." The University of Alberta, Orthodontic Graduate Program, in teaching, research, and community service, hopes to be recognized, nationally and internationally, as one of Canada's finest programs and amongst a handful of the world's best. Our strategic plan for 2001-2006 charts our future direction in response to circumstances that highlight new research opportunities and challenges for advancing the quality of teaching in Orthodontics today. We will attract and support outstanding faculty. We will subsidize indirect costs of valuable research. And with the assistance of the Industry Liaison Office we will promote the commercialization of new technologies. Currently, applications are invited for two full-time tenure-track positions in Orthodontics. Responsibilities will include undergraduate and graduate student teaching, graduate research, teaching supervision, research and eligible for licensure as an Orthodontic specialist in Alberta, Canada. A commitment to research and scholarship activity in teaching and research is required. Rank, tenure status and salary would be commensurate with qualifications. Intramural or extramural private practice privilege is available one day per week. Applicants will be considered after September 30, 2002 and until the positions have been filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Applicants are asked to forward their curriculum vitae, statement of their career goals and arrange for three letters of reference confidentially to be sent to: Dr. Paul M. Harty, Professor and Director of Graduate Orthodontics, Department of Dentistry, Faculty of Dentistry and Medicine, University of Alberta, 604-10010 University of Alberta, Edmonton, Alberta, T6G 2N8, Canada. E-mail: [majord@ualberta.ca](mailto:majord@ualberta.ca). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse backgrounds and encourage applications from all qualified women and men, including visible minorities and aboriginal people, persons with disabilities, and persons with disabilities.

## DEVELOPMENT STUDIES

**QUEEN'S UNIVERSITY** — The Development Studies programme, meeting and preparing outstanding scholars interested in being nominated for a university-wide competition for tenure-track faculty positions under the auspices of the Queen's National Scholar (QNS) Programme. The aim of QNS appointments is to enrich teaching and research in newly developing fields of knowledge, as well as to foster interdisciplinary program offering undergraduate courses in development theory and practice and an opportunity for students to voluntarily study in a developing country context. Two Aboriginal Studies courses have recently been added to the curriculum, highlighting the link between the national and international development issues. We are looking for a junior academic with a demonstrated potential to establish and maintain a vigorous programme of research in development studies. Ideally, the candidate should have a PhD and a demonstrated ability to teach at the undergraduate level. Experience with graduate teaching and supervision would be an asset. Applicants can learn more about the Development Studies programme and current faculty research interests at [www.queensu.ca/dev](http://www.queensu.ca/dev). Additional information on the QNS programme can be found at [www.queensu.ca/qns](http://www.queensu.ca/qns). Applications should include a curriculum vitae, a statement of research and teaching interests, and a writing sample. This material, and three confidential letters of reference, are due by October 4, 2002, and should be sent to: Dr. David McDonald, Director, Development Studies, Queen's University, Kingston, Ontario, K7L 3N6. Tel: 613-333-6000 (x7721), Fax: 613-333-2986. Email: [equities@queensu.ca](mailto:equities@queensu.ca). Can be sent to development@queensu.ca. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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## DEVELOPMENTAL PSYCHOLOGY

**DALHOUSIE UNIVERSITY** — The Psychology Department invites applications for a tenure-track appointment at the Assistant Professor level in Developmental Psychology. Successful applicants will have a PhD and will be expected to maintain an active research program, teach undergraduate and graduate courses, and supervise graduate student supervision. The specific area of research and whether it focuses on aspects of normative human development, clinical populations, or animal models is not restricted. The candidate should have a strong research focus and the excellence of the research and its fit with the department's existing strengths. Further information about the research interests and courses offered in our department can be found on our website, [www.dal.ca/psychology](http://www.dal.ca/psychology). Applications should be submitted by November 15, 2002. They should include a curriculum vitae, statement of research and teaching interests, copies of representative publications, and 3 letters of recommendation sent to: Dr. Philip J. Dunham, Chair, Developmental Psychology, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B8B 4A1. The scheduled starting date for this appointment is July 1, 2003. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from women, aboriginal people, persons with a disability, racially visible persons, and women.

## UNIVERSITY OF WATERLOO

### CANADA RESEARCH CHAIR (TIER II) BIOCHEMICAL ENGINEERING

The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track faculty position at the level of Assistant or Associate Professor. Applications are invited from excellent Canadian or non-Canadian candidates with expertise in one of the following areas: metabolic engineering, nanobiotechnology, bioelectrical design and downstream bioprocesses, as they relate to the principles and practices in biomanufacturing. This position is for a nationally or internationally recognized professional with a significant research presence and interest in teaching. Exceptional candidates will be considered for appointment as a Canada Research Chair (CRC) at the Tier II level. Details about the Federal government's CRC program and selection criteria can be found at <http://www.chairs.gc.ca>. Research Chair positions come with significant discretionary funding and additional funding opportunities through the Canadian Foundation for Innovation (CFI).

The Department of Chemical Engineering has 27 faculty members with one of the largest biochemical engineering research groups at a North American university. The successful candidate is expected to work within this interdisciplinary group. Current members have expertise in bioprocess engineering, fermentation engineering, cell culture, tissue engineering, biometric engineering, and environmental biotechnology. The department has a total annual enrolment of 500 undergraduate students and 100 graduate students — it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked first overall of the 62 Canadian universities. The scenic campus is part of the two-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at <http://cape.uwaterloo.ca>.

Applications consisting of curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information of three referees should be sent to:

I. Chatzis, Chair, Department of Chemical Engineering  
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1

The University of Waterloo encourages applications from all qualified individuals, including non-Canadians, women, members of visible minorities, native peoples, and persons with disabilities.

University of  
**Waterloo**

BUILDING A TRUST



## THE UNIVERSITY OF BRITISH COLUMBIA ASSISTANT PROFESSOR SOCIOLOGY

The University of British Columbia, Department of Anthropology and Sociology, invites applications for a tenure-stream position at the rank of Assistant Professor effective July 1, 2003, subject to final budgetary approval. We seek a sociologist who specializes in the study of health and illness and/or health services and health systems. The preferred candidate will have a PhD in Sociology, and demonstrated excellence in research, publication and teaching on health issues pertaining to immigrant, ethnic, or aboriginal populations; health and sexuality; or women's health, although all health or medical sociologists are encouraged to apply. The University of British Columbia provides outstanding opportunities for collaborative work with colleagues in numerous departments and centres conducting health research.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadian and permanent residents of Canada will be given priority.

Applications should include a curriculum vitae, letters of reference from three referees (sent under separate cover), two samples of written work, and a summary of current and future research interests, and should be sent by October 31, 2002 to: Dr. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC V6T 1Z1.



## DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING

As a result of new initiatives in the areas of communications engineering, computer engineering, electrical engineering, and software engineering, the Department invites applications for tenure-track positions in key areas of its teaching and research activities. The positions are available immediately and will be at either the Assistant or Associate Professor level, depending upon the qualifications and experience of the successful applicants. The preferred areas for the appointments are: (1) digital communications with an emphasis on wireless communication theory, wireless propagation, mobile and satellite communications, and lightweight communications; (2) microelectronics with an emphasis on ASIC design as applied to RF, lightweight communications, analog devices/circuits/systems, computer systems and digital signal processing; and (3) computer engineering with an emphasis on software engineering and software systems, computer networks and protocols, real-time computer systems, and digital VLSI systems, and (4) power electronics and drives with an emphasis on low-power/high-frequency designs, high-power/low-frequency designs, and drive control strategies.

Candidates should have a PhD in electrical or computer engineering or be nearing the completion of a PhD program. Responsibilities include effective teaching at the undergraduate and graduate levels, development of a strong research program that involves graduate student supervision and industrial interaction, and participation in the administrative affairs of the Department, Faculty and University. Professional Engineering registration, or eligibility and commitment to register as a Professional Engineer, is a necessary condition for appointment. The Department has 24 faculty members and is in the midst of an expansion aimed at strengthening targeted areas. Information on the Department is available at <http://www.ece.queensu.ca>.

Candidates should send a curriculum vitae, the names and contact information of three referees, and a statement on teaching and research interests to: Dr. V.C. Hamacher, Acting Head, Department of Electrical and Computer Engineering, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Applications will be accepted until successful candidates are selected.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The academic staff at Queen's is governed by a collective agreement between Queen's University Faculty Association (QUFA) and the University, which is posted at <http://www.queensu.ca/qua>. The appointments are subject to budgetary approval. This advertisement is directed to both Canadian and international candidates.



The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon and Regina in collaboration with the Saskatchewan Institute of Applied Science & Technology (SIASST), a baccalaureate program for diploma-prepared nurses, and a master of nursing program. A PhD program is being planned for 2003-06. The NEPS is served by a very successful recruitment and retention program. Graduate students, including interns in the College, are very successful in securing positions in the fields of Geriatric Medicine, the National Centre for Knowledge Transfer, and initiatives/partnerships in support of Aboriginal nursing. Areas of research focus include primary health care, nursing/menstrual, Aboriginal, and forest/haz.

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities. In the case of the College of Nursing, Aboriginal people and men are particularly encouraged to apply.

The University of Saskatchewan College of Nursing invites applications for several tenure-track positions at the Assistant Professor level, starting July 1, 2003. It is anticipated that an Aboriginal nurse will fill one of the positions. Some of these positions will be based in Saskatoon, and some in Regina.

**Qualifications:** Ideal candidates will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse registration in Saskatchewan. Candidates without a doctoral degree are expected to complete the PhD prior to consideration of tenure. Preference will be given to candidates with: a funded program of research/scholarship; a focus in Aboriginal health, rural health, or advanced nursing practice; and to candidates with demonstrated potential for research and scholarship. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Responsibilities:** Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at [www.usask.ca/nursing/](http://www.usask.ca/nursing/).

**Remuneration:** Salary will be at the Assistant Professor level. There is an excellent benefits plan and a research start-up support for new faculty.

The University of Saskatchewan College of Nursing invites applications for Associate Dean of Graduate Studies & Research, starting July 1, 2003 or at a mutually agreeable date. This position will be based in Saskatoon.

**Qualifications:** The ideal candidate has held national funding awards, and has a solid portfolio of research as a principal investigator. An earned PhD in a health-related discipline is required. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Responsibilities:** This is an exciting new opportunity within the College of Nursing. The Associate Dean will play a key role in the scholarly development of faculty, and in planning, implementation and evaluation of the research/scholarly mandate of the College. She/he will lead development of scholarship and graduate programs during an era of unprecedented partnership and funding opportunities. She/he will be a member of the College senior management team reporting directly to the Dean. To view this position profile, please visit our website at [www.usask.ca/nursing/](http://www.usask.ca/nursing/).

**Remuneration:** Salary will be commensurate with experience and qualifications. There is an excellent benefits plan and research start-up support.

Closing date for applications is November 15, 2003. Applicants are invited to send curriculum vitae and the names of three references to: Dr. M. Horsburgh, Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada S7N 5E5.



**Marlboro**  
UNIVERSITY

Carleton University is a major research and teaching institution - an international leader in the study of public affairs and management and advanced technologies, and an innovator in undergraduate education. The University offers undergraduate and graduate programs in 50 areas of study to more

than 18,000 students, taught by professors renowned nationally and internationally for their scholarship and cutting-edge research.

With a tradition of anticipating and leading change, Carleton is well positioned to work towards its goal of being the best comprehensive university in Canada. The University is seeking a Vice-President (Academic) and Provost, who will lead this effort.

The Vice-President (Academic) and Provost is the principal advisor to the President in all academic matters. He/she will be expected to articulate the aspirations of Carleton within the University and beyond. The Vice-President is responsible for academic planning at the Institutional level and chairs the Senate Academic Planning Committee, the University Promotions Committee, the Academic and Research Committee, and is a member of, or participant in, all senior University committees or governing bodies. As such, he/she will help Carleton remain focused on further improving the student experience and on continuing to develop the University's research profile.

The Vice-President has responsibility for a broad range of academic and support services and for leadership and supervision of the Deans of the Faculties of Arts and Social Sciences, Public Affairs and Management.

Engineering and Design, and Science, as well as the Associate Vice-President (Enrolment Management), the University Librarian and the Dean of Students. The incumbent plays a major role in resource allocation decisions, in the maintenance of a decentralized, fiscally responsible budget management system and in the administration of the collective agreement with the faculty association.

The successful candidate will be a recognized scholar, with significant administrative experience and accomplishments, able to work collegially and to articulate effectively Carleton's strengths and aspirations.

Additional information on Carleton University may be obtained at [www.carleton.ca](http://www.carleton.ca).

Consideration of candidates will begin in October 2002. The appointment, for an initial six-year term, begins July 1, 2003. Expressions of Interest, applications and nominations will be accepted until interviews are completed and should be submitted in confidence to the address below.

All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9  
E-mail: [resumes@jwasearch.com](mailto:resumes@jwasearch.com)  
[www.jwasearch.com](http://www.jwasearch.com)

**CANADIAN CENTRE ON DISABILITY STUDIES**  
— Royal Bank Research Chair Search. The Canadian Centre on Disability Studies is a consumer directed, university-affiliated Centre which responds to global disability needs and promotes and conducts research and education on disability issues. The Centre's activities promote

persons participate, accessibility and the needs of the community are met, and their families and their chosen advocates in their communities – national and international organizations. The Canadian Employment Commission employs 12 staff people, has a budget of over a million dollars, and works with a number of universities across Canada including the University of Manitoba. The University of Manitoba (CDS) works as the hub of a multi-university research network at the U of M, the University of Alberta, the University of Saskatchewan, the University of Toronto, and accept students in the fall of 2003. Other examples of CDS's activities include having completed over 50 research projects, now being completed by students, and working with the Asian Development Bank, and have an active international program in Russia and Ukraine. The University of Manitoba has also published a handbook on Home-based Employment and has received funding from governments, industry, and the private sector. The University of Manitoba Bank, The Position: The Royal Bank Research Chair in Disability Studies is a three-year renewable term position. The person will be responsible for the development of the research position at one of the universities the Centre is affiliated with. The salary range is negotiable, depending on the person's qualifications. The location of the appointment is negotiable, with the preference being the Centre offices in Winnipeg, Manitoba. Qualifications: Applicants must have a Ph.D. in a related field. P.D. Individuals should be committed to the study of cross disability issues within an interdisciplinary approach. The person should have the ability to present research findings to a number of audiences, including people with disabilities, the general public, and non-academic audiences. The government of Manitoba

to obtain external research funding and to maintain a program of research leading to publication of research results. The successful candidate will be interested in candidates who have an understanding of both quantitative and qualitative research methods and who have a strong participation in research. A personal connection to the disability community and the experience of working with people with disabilities would be assets. French would be assets. We encourage applications from qualified women and men, including those of various ethnicities, Aboriginal peoples, and persons with disabilities, in accordance with Canada Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The successful candidate will be responsible for coordinating the research activities of the Centre, including the recruitment of a research coordinator, acting as a resource and point of contact for those researchers and possibly an advisor to the Centre's research committee. The successful candidate will be expected to actively pursue research funding and to establish transdisciplinary and interdisciplinary research teams. The broad range of disability related research issues including enrollment, gender, technology, policy, international issues and Aboriginal peoples. Application Process: The application deadline is 15 November 2000. For more information, contact the Director of the Centre for Disability Studies, University of Regina, 4-101, 446 Saskatchewan Drive, Regina, Saskatchewan S4S 0A2, Canada. Tel: 306-773-2222. Fax: 306-773-2223. E-mail: [regina@reginau.ca](mailto:regina@reginau.ca). Website: <http://www.reginau.ca/~regina>.

description of research and professional interests, curriculum vitae and the names of three referees. Applications and nominations should be sent to: Dr. Henry Enns, Executive Director, Canadian Centre on Disability Studies and Chair of the Royal Bank Research Chair Search Committee, 56 The Promenade, Winnipeg, MB R3B 3H9; Tel: 204-287-8411; Fax: 204-284-5343; Email: [executivedirector@disabilitystudies.ca](mailto:executivedirector@disabilitystudies.ca); Web Site: [www.disabilitystudies.ca](http://www.disabilitystudies.ca).

**UNIVERSITY OF BRITISH COLUMBIA** — Assistant Professor, Applied Sedimentology/Stratigraphy. The Department of Earth & Ocean Sciences is seeking an outstanding candidate for applications for a tenure-track faculty position in the area of sedimentology/stratigraphy. The successful candidate will be expected to excel in the care of a woman of exceptional qualifications who may be appointed at an Assistant Professor level. The position is available early in January, 2003 but is subject to final budgetary approval. Candidates from all relevant fields of Science and Engineering are encouraged to apply. We are seeking an enthusiastic whose research enhances and extends our existing strengths. In particular, we seek someone who will contribute to the new field of exploration and exploitation of fossil fuels or environmentalology of fossil fuel extraction. The successful candidate will have a commitment to teaching at the undergraduate and graduate level is expected. The successful candidate will have a strong commitment and is committed to employment equity. We encourage all qualified persons to apply however, Canadian and permanent residents of Canada are given priority consideration. Information about the department and this position, visit our web site at [www.ubc.ca](http://www.ubc.ca). Applicants should send their curriculum vitae, a list of references and teaching interests, and the names and contact information (including e-mail addresses) of three references to: Dr. J. H. L. Hames, Department of Earth & Ocean Sciences, University of British Columbia, 6339 Stews Road, Vancouver, British Columbia V6T 1Z2. Application deadline is 15 November 2002. Applications received after this date will be considered on a rolling basis.

**ST. FRANCIS XAVIER UNIVERSITY** The Department of Earth Sciences invites applications for an eighteen-month, term appointment from January 1st 2003 to July 1st, 2004. Applicants should have, or be pursuing, a PhD degree in Earth Sciences. Testing responsibilities will include: 1) the teaching of a 3-credit course (Fall 2002), and Geochronology of Natural Water, Environmental Earth Sciences and Advanced Environmental Geochemistry. Applications must be received no later than October 1st. In accordance with Canadian immigration requirements, all successful candidates must be citizens, permanent and resident Applicants are requested to submit a curriculum vitae and the names and addresses of at least three referees to: Dr. Brendan Murphy, Dept. of Earth Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B9G 1X6, Canada. For more information visit our website: <http://www.stfx.ca/cade/earth-sci/antoniou>

**QUEEN'S UNIVERSITY** at Kingston, Ontario The Department of Geological Sciences & Geological Engineering invites applications for a full-time position in the Department of Geological Sciences, Kingston, Ontario. The position is part of the Ontario Research Centre

is a network involving also Western Ontario and Carleton universities and the Ontario Challenge Fund. This post relates to the theme in the *Journal* of "the future of the geosciences dynamic," which will foster full integration of geological knowledge with geophysical monitoring developments in the province [www.geophysics.ca]. The position is for a person who is a geologist who can combine a sound understanding of regional tectonic settings with a strong background in geophysical methods, practical techniques, and thus can contribute to physical sciences in natural hazard mitigation and mineral resource discovery. The holder of the position will be responsible for the development of a graduate level program in the area of degradate and graduate levels, to develop a vigorous program of high quality, externally funded research, and to supervise graduate students. The position holder should have a PhD and demonstrate a PhD in an appropriate field and should have research experience as a successful postgraduate research supervisor. The holder of the position is encouraged to actively involve Canadian and permanent residents will be given priority. The University is committed to the advancement of women and minorities from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men, and lesbians. Applicants should send a letter of interest, a resume, and a list of references to the following address: Search and Teaching Interests, and samples of research writing to the following address: Dr. J. H. Van der Pluijm, Department of Geological Engineering, University of Kingston, Kingston, Ontario K7L 3N6. Additional information on the position can be obtained from the WWW at [www.rockwell.ca](http://www.rockwell.ca).

**THE UNIVERSITY OF TORONTO**—The Department of East Asian Studies invites applications for a full-time tenure stream position in East Asian Studies, with research expertise in Korean Studies. The position is for a Professor beginning July 1, 2003. The successful candidate should possess proven excellence or promise in research and teaching, as well as a PhD in hand at the time of appointment. The ability to teach or supervise in premodern Korea would be an asset, and the Department encourages applications in a wide range of methodologies. Interregional and interdisciplinary approaches are encouraged. The University is an equal opportunity employer, and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas. It also offers the opportunity for a postdoctoral fellow to study the world of the most cosmopolitan and culturally diverse cities. All qualified candidates are encouraged to apply; however, Canadians and U.S. citizens are given priority consideration. Along with their covering letter, applicants should submit a CV, three letters of recommendation, and a sample of their work. The application deadline is October 30, 2002.

Please submit applications to: Professor R. W. L. Guiso, Chair, Department of East Asian Studies, University of Toronto, 130 St. George Street, Rm. 14087, Toronto, Ontario M5S 3H1, July 2002.

[illegible]

**CONCORDIA UNIVERSITY** – Faculty of Arts & Science has up to two tenure-track positions available in Economics. We are particularly interested in candidates with research interests in macroeconomics or applied econometrics. Please see our full page display ad in this issue or visit us on the Web at <http://andres.concordia.ca>

**WILFRID LAURIER UNIVERSITY** – The Department of Economics, Applications are invited for two tenure-track positions in the Department starting July 1, 2003. One of the appointments will be at the rank of Assistant or Associate Professor and one will be at the rank of Assistant Professor. The successful candidates will be expected to do some teaching and research experience. Candidates for appointment at the rank of Associate Professor should have a minimum of 10 years of experience in research and teaching. Doctorate include teaching at the undergraduate and Master's level and research. Outstanding candidates in the field of international trade and immigration in Canadian immigration requirements, this advertisement is directed in the first instance to persons with a Ph.D. in Economics. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority group. Applications will be considered until the positions are filled. These positions are advertised on a full-time basis. Successful candidates should send a letter and curriculum vitae and a cover letter for these letters of reference to be sent to the Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C6.

**SIMON FRASER UNIVERSITY** – The Department of Economics seeks to fill two tenure track positions at the assistant professor level: effective September 1, 2003, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be considered. The successful candidates will teach and supervise graduate students. Research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply; however, Canadians and U.S. citizens are given priority. All other Simon Fraser University offers equal employment opportunities to qualified candidates. Send a letter of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 15, 2002, to: Gretchen D. Brown, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address. Fax: 604-291-9124; E-mail: [Gretchen.Brown@sfu.ca](mailto:Gretchen.Brown@sfu.ca)

**THE UNIVERSITY OF ALBERTA** – The Department of Marketing, Business Economics and Management is seeking a highly motivated individual to take position as the Assistant Professor level to teach in its natural resources and energy programs and to perform research in the areas of natural resources and energy management. The candidate should be highly familiar with the natural resource and energy markets and markets would be valued. Industry experience would be valued. The University of Alberta is an equal opportunity employer. The University of Alberta should have a strong commitment to excellence in research and teaching, and to the development of a strong capability to teach both undergraduate and MBA students, and will participate in the MBA special courses in the area of natural resources and energy. Competitive with business schools in Canada. All qualified candidates are encouraged to apply. However, Canadians and permanent residents are preferred. Candidates may be required to provide or be close to completing a PhD in an appropriate field. Send applications by October 15, 1994, to the Department of Marketing, Business Economics and Law, The University of Alberta School of Business, 116 St. John's Avenue, Edmonton, Alberta T6G 2G1, Canada. We are committed to the principle of equality in employment and do not discriminate on the basis of race, ethnicity, gender, age, sexual orientation, or other factors. All qualified women and men are encouraged to apply. We are an equal opportunity employer. We are committed to the principle of equality in employment and do not discriminate on the basis of race, ethnicity, gender, age, sexual orientation, or other factors. All qualified women and men are encouraged to apply. We are an equal opportunity employer.

**THE UNIVERSITY OF ALBERTA** – The Department of Economics seeks to fill one full-time, tenure track position at the assistant professor level starting July 1, 2003. Candidates should have research and teaching interests in macroeconomics, financial economics and/or applied time series econometrics. Applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. The successful candidate will be expected to teach at both the undergraduate and graduate levels. All qualified candidates are encouraged to apply; however, Canadian

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## CAREERS CARRIÈRES

and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Dr. Bradford Reid, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by November 30, 2002. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

**THE UNIVERSITY OF VICTORIA** — The Department of Economics invites applications for two regular full-time positions, starting July 1st, 2003. Appointments will be at the Assistant Professor level. The Department will consider applicants in all fields, but candidates in Macroeconomics, Labour, and Development and Growth are especially encouraged to apply. Applicants should have the PhD in hand or be close to completion; and must show promise of excellence in research and teaching. The Department is seeking an individual with a PhD program and is interested in individuals capable of making a significant contribution to the Department's research capacity. Candidates are expected to be able to provide PhD level instruction in a core area, as well as in their area of specialization. Information about the Department is available on the Webpage at <http://web.uvic.ca/econ>. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with the Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates, and especially women, are encouraged to apply; however, Canadian and permanent residents will be given priority. Please send applications, including curriculum vitae and the names of three referees, to: Chair — Search Committee, Department of Economics, University of Victoria, P.O. Box 1800 STN CSC, Victoria BC V8W 2Y2. Canada Applicants are requested to arrange for at least three letters of reference to be sent directly by the referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is November 15th, 2002.

**THE UNIVERSITY OF WATERLOO** — The Department of Economics seeks to fill two tenure track positions, rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following: health economics, international economics, institutional economics, microeconomics for economists, applied micro, and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in teaching and research are primary criteria for the position. The positions are effective September 1, 2003; alternative start dates may be possible. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Deadline for applications is November 15, 2002.

### EDUCATION

**THE UNIVERSITY OF MANITOBA** — The Faculty of Education, Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position in teacher education in the area of Teaching English as a Second or Foreign Language (TESOL/TEFL). The position is subject to final budgetary approval at the Assistant Professor level, effective January 1, 2003. Applicants must have a doctorate, successful related teaching experience, and a record of research and publication. It is desirable that the applicant have a range of teaching and research experiences in K-12, adult, and international contexts. Responsibilities include: 1) teaching undergraduate and post-baccalaureate courses, including supervising teaching practice; 2) teaching graduate courses and advising graduate students; 3) conducting and publishing research; and 4) participating in the faculty's service activities, including working collaboratively as a member of a program team and providing leadership within the university and larger community (e.g., school system, ministries of education, and professional TESOL organizations). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Further information concerning the department, university or city can be obtained by visiting the following websites: [www.manitoba.ca](http://www.manitoba.ca) or [www.uwmnipeg.mb.ca/edc](http://www.uwmnipeg.mb.ca/edc). Letters of application, complete with curriculum vitae, official transcripts, and the names of and contact information for three referees should be forwarded to: Dr. Francine Morin, Acting Head, Department of Curriculum, Teaching and Learning, Room 261 Faculty of Education, University of Manitoba, Winnipeg, MB R3T 2N2. Telephone: (204) 474-9054. Fax: (204) 474-7550. Email: [frmorin@cc.manitoba.ca](mailto:frmorin@cc.manitoba.ca). The closing date for applications is October 15, 2002. Short listed candidates will be asked to provide a professional portfolio.

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science, has up to three tenure-track positions available, in the fields of Educational Technology, Early Childhood Education and Applied Linguistics. Please see our full-page

display ad in this issue or visit us on the Web at <http://startscience.concordia.ca/tenure/tenurejobs.cfm>. Concordia University, Faculty of Arts & Science, is looking to fill one senior Canada Research Chair in Education. Please see our full-page display ad in this issue or visit us on the Web at <http://startscience.concordia.ca/tenurejobs.cfm>.

**THE UNIVERSITY OF MANITOBA** — The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position in the area of visual arts education at the middle (5-8) and senior years (9-12) level. The position is subject to final budgetary approval, in the Assistant Professor level, effective July 1, 2003. Applicants must have a doctorate, related teaching experience in schools and post-secondary institutions, and potential for research and/or creative work, and publication. Some experience in an additional curriculum or cognate area would be an asset. Responsibilities include: 1) teaching undergraduate and graduate courses; 2) supervising undergraduate practice and advising M Ed students; 3) working collaboratively as a member of a program team; 4) conducting and publishing research and/or creative work; and 5) participating in the faculty's service activities, including providing leadership within the university and larger community (i.e. school system, department of education, and professional arts education organizations). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Further information concerning the department, university or city can be obtained by visiting the following websites: [www.manitoba.ca](http://www.manitoba.ca) or [www.uwmnipeg.mb.ca/edc](http://www.uwmnipeg.mb.ca/edc). Letters of application, complete with curriculum vitae, official transcripts, and the names and addresses of three referees should be forwarded to: Dr. Francine Morin, Acting Head, Department of Curriculum, Teaching and Learning, Room 261 Faculty of Education, University of Manitoba, Winnipeg, MB R3T 2N2. Telephone: (204) 474-9054. Fax: (204) 474-7550. Email: [frmorin@cc.manitoba.ca](mailto:frmorin@cc.manitoba.ca). The closing date for applications is October 31, 2002. Short listed candidates will be asked to provide a professional portfolio.

**THE UNIVERSITY OF SASKATCHEWAN** — The Department of Educational Psychology and Special Education invites applications for two tenure-track positions. The Department is seeking individuals who have completed their doctorates and hold academic qualifications in either Special Education or Measurement and Evaluation. Teaching experience in a school setting would be an asset. Ideal candidates will possess a commitment to teaching, potential to develop a program of research, and a dedication to working with faculty and students in a positive collaborative environment. This is an



an excellent understanding of the visual arts.

Reporting to the Dean of the Faculty of Arts and Social Sciences, the Director will manage the School's academic, financial and administrative affairs, develop and integrate the School's activities in conjunction with other programs in the Faculty and University, and coordinate relationships with the broader community. The Director must have the vision and skills to continue leading the School in realizing its goals and objectives, and to provide leadership in the implementation of several new initiatives to enhance the School's reputation for excellence in teaching and artistic practice.

The School of Visual Arts offers a BFA and MFA in Studio Art and is dedicated to making a fundamental contribution to the University's distinctiveness by meeting the increasing need for a strong, creative, visual component in its educational structure. For more details about the School, please visit the homepage at: [www.uwindsor.ca/visualarts](http://www.uwindsor.ca/visualarts).

The successful candidate for Director will be an active professional with a strong exhibition or publication record in the visual arts. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent, with post-secondary teaching experience, and

## Director of the School of Visual Arts University of Windsor

The University of Windsor invites applications for the dynamic leadership role of Director of the School of Visual Arts from outstanding individuals who possess

administrative experience in academic affairs. Strong communication skills, the ability to work effectively with faculty, staff and students from diverse backgrounds, and the desire to work with faculty in an interdisciplinary environment, are essential qualifications. The Director will be eligible for appointment to a tenured faculty position.

The University of Windsor, one of Ontario's leading academic institutions, provides an innovative and student-focused approach for the more than 14,000 students who study there. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minority groups. Applications from women are particularly encouraged. In accordance with Human Resource Development Canada policy, Canadians and permanent residents will be given priority. Information about the University of Windsor and its programs may be found at [www.uwindsor.ca](http://www.uwindsor.ca).

The appointment of the Director is for a five-year term, renewable once, and will take effect July 1, 2003, or as mutually agreed. Applications should include: a letter of application; a curriculum vitae; slides of recent work or recent publications; and the names of three referees. To ensure consideration, complete applications should be submitted by October 31, 2002 to the address shown below.

Janet Wright & Associates Inc.  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9

Fax: 416-923-8311

E-mail: [resumes@jwsearch.com](mailto:resumes@jwsearch.com)

[www.jwsearch.com](http://www.jwsearch.com)



## Janet Wright & Associates Inc.

## Bibliothécaire en chef de l'Université d'Ottawa

L'Université d'Ottawa sollicite des candidatures et des propositions de candidatures pour le poste de Bibliothécaire en chef.

L'Université d'Ottawa regroupe dix facultés et compte plus de 26 000 étudiants. Elle est fermement engagée dans l'acquisition du savoir et la poursuite de l'excellence tant dans sa gestion que dans tous les volets de l'enseignement et de la recherche. De par sa mission de bilinguisme, l'Université est un reflet de l'expérience canadienne et constitue un point de rencontre privilégié de deux des grandes traditions intellectuelles et scientifiques du monde occidental.

Le Bibliothécaire en chef dirige une équipe dynamique pour faire face aux défis de l'évolution des technologies, en bâtissant des collections de qualité, en planifiant et en restaurant des services qui assurent l'accès à l'information nécessaire à l'enseignement et à la recherche. Sous la direction du Vice-recteur aux études, le Bibliothécaire en chef est un membre de l'équipe de direction ayant un statut équivalent à celui d'un doyen. Cette personne a la responsabilité générale de l'administration, des budgets, de la planification, de l'évaluation et de la mise en place des politiques de développement des services, des collections et de l'information technologique ainsi que des espaces du Réseau des bibliothèques. Elle aura à faire la promotion des bibliothèques en dehors de l'Université en travaillant de concert avec l'administration centrale dans les activités de levée de fonds.

La candidate ou le candidat choisi aura une MLS d'une université ayant reçu l'agrément de l'ALA. Un diplôme d'études supérieures additionnel est souhaitable. Le bilinguisme actif (français/anglais) est une exigence du poste. Cette personne fera preuve d'énergie et de vision, et aura manifesté son engagement dans la prestation de services de bibliothèques et d'information dans un monde de plus en plus numérique.

La nomination initiale sera pour un mandat renouvelable de cinq ans, commençant le 1<sup>er</sup> janvier ou, au plus tard, le 1<sup>er</sup> juillet 2003.

L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les femmes, les minorités visibles, les autochtones et les personnes handicapées, à postuler.

En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

Les candidatures accompagnées d'un curriculum vitae ainsi que le nom, l'adresse et le numéro de téléphone de trois répondants ou répondantes doivent parvenir au plus tard le 30 septembre 2002 à :

M. Robert Major, Vice-recteur aux études, Président, Comité de sélection du Bibliothécaire en chef, Université d'Ottawa, 450, rue Cumberland, Ottawa (Ontario) K1N 6N5.

## University of Ottawa Chief Librarian

The University of Ottawa invites applications and nominations for the position of University Chief Librarian.

The University of Ottawa, composed of 10 faculties and 26,000 students, is committed to the pursuit of knowledge and excellence in its governance and in every aspect of its teaching and research. A microcosm of Canadian culture, the University, through its bilingual mission, provides a unique meeting place for two of the great intellectual and scientific traditions of the Western world.

The Chief Librarian leads a dynamic team in meeting the challenges of evolving information technologies, building quality collections, planning and implementing services that support access to information in teaching, research, and various other activities related to the University. Reporting to the Vice-Rector Academic, he or she, a key administrative leader equivalent to a Dean, has the overall responsibilities for administration, budget planning, assessment and policy development for library services, collections, information technology and facilities. Working with senior administration in fund-raising activities, the Chief Librarian is also responsible for the promotion of the Library Network outside the University.

The successful candidate will have a MLS from an ALA-accredited programme. An additional graduate degree is an asset. Active bilingualism (French/English) is essential, as are energy, vision, and commitment to excellence in the provision of library services and information resources in an increasingly digital world.

The initial appointment is for a five-year renewable term commencing on January 1, 2003 or, at the latest, July 1, 2003.

The University of Ottawa is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Candidates should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references, before September 30, 2002, to:

Dr. Robert Major, Vice-Rector Academic, Chair, Selection Committee for University Librarian, University of Ottawa, 450 Cumberland Street, Ottawa, ON K1N 6N5.



[www.uottawa.ca](http://www.uottawa.ca)

Université d'  
University of  
Ottawa

## CAUT BULLETIN ACPPU 812 SEPTEMBER 2002 SEPTEMBRE

# DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING CARRIÈRES

wide range of subjects in Civil Engineering including Mathematics courses at all levels. The department will be available to recruit students any 2003 or earlier. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply. Please send a curriculum vitae and a list of three referees to: Dean of Students/University Registrar, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

**THE UNIVERSITY OF WATERLOO** — The Software Engineering Board invites applications for a faculty position at the rank of lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering and must be willing to accept registration as a Professional Engineer. The position holder must have a strong background in teaching and research in software engineering or related areas. Industrial experience is desirable. This position is a full-time position. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly developed by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The applicant will be responsible for teaching and supervising the new software engineering program. Primary duties include teaching, academic advising, managing lab and study groups, and helping to develop the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and participation in research, are also expected. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three referees. Supporting letters should indicate the applicant's range of teaching interests, experience and expertise. Please direct applications to: Dr. Joanne Allard, Director of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 (e-mail: joanne.allard@utoronto.ca). Candidates should ask those named as referees to direct supporting letters to the same address. This appointment is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these lecturer appointments can be renewed for subsequent five-year terms. An exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer, a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include making of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research projects. Successful applicants must have excellent communication skills and be able to teach undergraduate students in the areas of electrical, computer, or software engineering. The successful applicant will be required to register to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. The appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names and e-mail addresses, telephone and fax numbers of at least three referees. Mail your application to Professor Daniel Miller, Co-ordinator, Lectures Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending email to Professor Daniel Miller at [recruitment@utoronto.ca](mailto:recruitment@utoronto.ca).

**THE UNIVERSITY OF WATERLOO** — Due to a major collaborative initiative involving the University of Waterloo, the government of the Province of Ontario and high technology industry, the Department of Electrical and Computer Engineering is inviting applications for a full-time number of positions at the rank of Assistant Professor level. Research and teaching experience and leadership is sought in all areas of Electrical and Computer Engineering — digital systems (including hardware/software co-design, formal verification, enabling technologies such as concurrent, software engineering (including software architecture, testing and maintenance, performance and network/intelligent computing), communication and communication networks, control and system engineering, energy systems (power), microwave, photonics and RF technology areas such as VLSI and communication electronics designs (including integrated circuit design, digital imaging, materials and device areas). Applicants should have a doctoral degree in the Electrical/Computer/Software Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to teaching and research. Eligibility for registration as a Professional Engineer is desirable. Successful applicants will be able to contribute to teaching and research environments that have been developed and enhanced by a synergistic faculty. New faculty members are encouraged and helped in developing their individual programs and adding to the future direction of the

department. The department offers two highly respected co-op undergraduate programs in Electrical Engineering and Computer Engineering which attract the top students in Canada. The department has launched a new software engineering degree program in conjunction with the Computer Science Department in the Fall 2001. The department has two strong graduate programs at the Master's (MSc) and doctoral (PhD) levels which attract equally outstanding graduate students both in Canada and abroad. The department currently has 120 full-time graduate students that are supervised by 52 full-time faculty members. The department has developed excellent teaching and research laboratories in all the key areas of Electrical and Computer Engineering. Laboratories exist and will be expanding in Microelectronics Fabrication, Wireless Communication (Centre for Wireless Communications), Software Reliability (Bell Canada Software Reliability Laboratory), Software Engineering, RF Technology, Speech, VLSI Control and Power. These laboratories and research programs have been created by government and industry funding such as the Natural Sciences and Engineering Research Council of Canada, Communications and Information Technology of Ontario, Material and Manufacturing of Ontario, national research centres such as Microelectronics Research Institute for Telecommunications Research, Consortium for Software Engineering Research, Bell Canada Software Reliability, and Ericsson Canada Centre for Wireless Communications. The department has recently established two strategic new research initiatives. The first initiative is in partnership with Nortel Networks and the Computer Science Department. This led to the establishment of the Nortel Networks Institute for Advanced Information Technology. The second research initiative is with Bell Canada, Ericsson and the University of Toronto. This led to the creation of the Bell University Laboratories. These initiatives provide excellent research opportunities for existing and new faculty members in many of the fast developing areas of Information Technology. These initiatives are fostering innovative interdisciplinary and multidisciplinary research between university and industry researchers. The University of Waterloo is located in an attractive two-university town of Waterloo, Ontario (population ~90,000, 100 km west of Toronto). Waterloo is at the apex of the technology triangle of Canada, a high-technology hub in southern Ontario. The area's interest in research has led to the creation of the Daniel Miller, Co-ordinator, Lectures Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. More information can be obtained at <http://www.ece.uwaterloo.ca> or by sending email to Professor Daniel Miller ([miller@eng.utoronto.ca](mailto:miller@eng.utoronto.ca)). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Solid Mechanics at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding mechanical and experimental facilities, and will join an internationally recognized research group in the area of fatigue analysis. Strength in undergraduate design project supervision and in the teaching of mechanical design will be an asset. Applicants must hold a PhD in Mechanical Engineering and have a proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses. The successful applicant is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Appointments are subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of the Mechanical aspects of fire modeling at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. This exciting opportunity is associated with a \$5.6M grant from the Canada Foundation for Innovation, Ontario Innovation Trust and private sources in support of infrastructure for a new Fire Research Centre. The facility is a state-of-the-art, built-upon complex with wind generation capability, an ISO 9005 Small Form Factor and a large scale design department. The facility is a world-class facility designed to accommodate fire modelling and experimental research into fire dynamics and fire behaviour at all scales. Experience in fire science and engineering with demonstrated ability to develop a strong interdisciplinary research program and supervise graduate students in topics related to the modelling of fire behaviour, fire dynamics, and fire safety engineering and design is required. Fire dynamics and fire behaviour at all scales, fire engineering, or fire protection would be an asset. Applicants must hold a PhD in Mechanical Engineering or a field closely related to fire science and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members

of visible minorities, native peoples, and persons with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Appointments are subject to the availability of funds.

## ENGINEERING SCIENCE

**SIMON FRASER UNIVERSITY** — The School of Engineering Science is planning to fill up to three tenure-track positions starting in July 2002 or later. The School has active research programs and interests in the broad areas of computer engineering, electronics/MEMS, communications, control systems and optimization, intelligent systems, electrical drives and robotics including mechanism design, vision sensing and planning. Applicants with a proven scholarly record of demonstrated potential for research and a commitment to undergraduate as well as graduate teaching in any of the aforementioned areas are encouraged to apply. Outstanding candidates in other areas of electrical and computer engineering will also be considered. A minimum doctoral degree in electrical, computer or a related engineering discipline is required. In addition, eligibility for registration as a Professional Engineer in the Province of British Columbia is preferred. Initial support will be provided to successful applicants for establishing their research program. As well, successful candidates will be eligible for fellowship in the S.F. Advanced System Institute, which carries significant research funding. The School of Engineering Science has 22 faculty members, and will be growing rapidly in the next few years. The School offers PhD as well as two master degree programs, and has flourishing graduate programs of 75 full-time and 65 part-time students. Simon Fraser University serves about 18,000 students, while the School of Engineering Science has 365 students in its undergraduate program. The university has been ranked first in the "Comprehensive" category several times in the last five years in a national ranking of Canadian universities carried out by Maclean's magazine. The university is located on top of Burnaby Mountain in Greater Vancouver and comprises 1000 acres of mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, including camping, hiking, mountaineering, downhill skiing, sailing, kayaking, boating, scuba diving, saltwater and freshwater fishing, etc. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employ equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications will be accepted until the positions are filled. To apply send a curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of four referees to: Dr. Mehdi Sadrai, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6 Canada. e-mail: [sadr@sfu.ca](mailto:sadr@sfu.ca).

**ENGLISH**  
**THE UNIVERSITY OF VICTORIA** — The Department of English invites applications for a tenure-track position in the field of Renaissance Literature. The appointment, effective 1 July 2003, will be made at the rank of Assistant Professor. Candidates should hold or be close to completing a PhD in Renaissance literature and be prepared to provide evidence of scholarly and teaching excellence or potential. Letters of application, CV's including all university transcripts, writing samples and letters from three referees should be sent by 31 October 2002, to Professor Evelyn Goble, Chair, Department of English, University of Victoria, P.O. Box 3800, Victoria, B.C. Canada V8W 2Y2 ([hr@uvic.ca](mailto:hr@uvic.ca), <http://www.english.uvic.ca>). The University of Victoria is an equity employer and encourages applications from women and persons with disabilities, visible minorities, and aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Appointments are subject to the availability of funds.

**CARLETON UNIVERSITY** — The Department of English invites applications for a tenure-track position at the rank of Assistant Professor, subject to higher priority to begin 1 July 2003, subject to budgetary approval. We are seeking candidates with expertise in Renaissance or 19th Century British Literature. Departmental assignments will include teaching core courses at the undergraduate level and both teaching and supervising in the M.A. program. Department members with a demonstrated interest in Cultural Theory may also participate in a new three-credit interdisciplinary program. Teaching experience in a strong record of research and publication are desirable. Applications received after December 1, 2002, may not be considered. Completed applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, and sample of published work. Please arrange to have these materials forwarded to: Robert Holton, Chair, Department of English, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with physical disabilities. From these groups are encouraged to apply.

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Canadian Literature. Applicants must have a PhD, publications and strong evidence of active research and some experience teaching at the post-secondary level. The department welcomes applications from excellent candidates in all areas of Canadian literature and, given the profile and historic importance of this field at UBC, we are seeking an outstanding scholar who will take us in new directions through innovative research



**McGill**

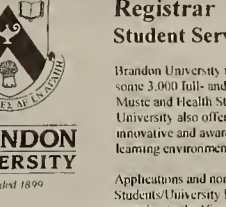
## Faculty Positions in Nanoscience Faculty of Science

As part of McGill's major expansion into Nanoscience and technology, the Faculty of Science is currently seeking six new tenure track appointments in the Departments of Chemistry and Physics, and the Departments of the other three are yet to be determined. Searches are also underway for a further seven positions in the Faculties of Engineering, Dentistry, and Medicine.

Besides their Departmental affiliations, successful applicants will participate in the McGill Institute for Advanced Materials (MIAM). MIAM coordinates interactions and partnerships across Faculties and Departments in the University, providing a stimulating interdisciplinary environment. The fundamental vision underlying this expansion is the expectation that Nanoscience will lead to new basic science, new materials, and new technology, due to the unique properties of materials on the scale of nanometers. At the nanoscale, everyday solids and liquids change their properties dramatically, as the effects of quantum mechanics, atomic and molecular structure, and fluctuations become important.

This initiative will further strengthen the existing high-quality research being done on Nanoscience within the Faculty of Science, especially in the Departments of Chemistry and Physics, major infrastructure facility for Nanoscience, the Nanotools Complex.

Review of applications will begin 1 January 2003, and continue until the positions are filled. Suitable candidates may be nominated for the Nanotools Research Chairs, and will be supported by generous start-up packages. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.



[www.mcgill.ca](http://www.mcgill.ca)

## Dean of Students/University Registrar Student Services

Brandon University is a leader in providing high quality education to some 3,000 full- and part-time students in Arts, Sciences, Education, Music and Health Studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Applications and nominations are invited for the position of Dean of Students/University Registrar. This is a senior administrative position reporting to the Vice-President (Academic & Research).

The incumbent will sit on the Deans' Council, Central Appointments Committee and President's Advisory Group and will be a member of the University Senate. Reporting to the Dean of Students/University Registrar are 22 staff in the areas of Student Services, which includes counselling, learning skills, career planning and placement, Aboriginal student services, the Writing Centre, first-year advising (Arts, Science and General Studies), and residence hall programs. A full-time position, which includes admissions, recruitment and retention; and the Senate Secretariat, which includes Senate and Senate committee support, awards, calendars and convocation.

The successful candidate will have a minimum of a master's degree. Candidates should have appropriate professional expertise and experience in the area of student services and/or guidance and counselling in a University environment. Demonstrated administrative experience is an asset. The successful candidate must show leadership and vision with a sincere desire to provide exceptional service to students, in anticipation of ever changing needs.

Brandon University is a primarily undergraduate University with a mandate to serve rural, northern and Native students, with approximately 218 faculty and 183 support staff in the faculties of Arts, Science, Education, Music, and Health Studies. Graduate programs are offered in Education, Music and Rural Development. In addition, Brandon University has been a leader in developing well-established programs for the Aboriginal populations of Manitoba and in developing special programs for both non-traditional and mature students.

The Dean of Students/University Registrar will be appointed for a five-year term, beginning August 1, 2003, with possible renewal upon review. Applications should include a letter of interest, a curriculum vitae, and names of three referees, and be forwarded to the Search Committee. The closing date for applications is November 15, 2002, or when the position is filled.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

For more information visit: [www.brandonu.ca](http://www.brandonu.ca)

# CAREERS CARRIÈRES

and teaching and who will help shape the future of the discipline. This position is subject to funding and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV including email address, telephone number, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gerrold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 31 October 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus

full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities. [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants must identify citizenship and immigration status.

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Victorian Fiction and Non-Fiction Prose. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. Given the presence of the Colbeck Collection at UBC, a strong interdisciplinary, cross-faculty 19th Century Studies program, and very popular courses in the area, we are especially interested in attracting outstanding candidates who will take us in new directions through innovative research and teaching and who will help shape the future of the discipline. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone number, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gerrold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 31 October 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities. [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants must identify citizenship and immigration status.

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Victorian Fiction and Non-Fiction Prose. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. Given the presence of the Colbeck Collection at UBC, a strong interdisciplinary, cross-faculty 19th Century Studies program, and very popular courses in the area, we are especially interested in attracting outstanding candidates who will take us in new directions through innovative research and teaching and who will help shape the future of the discipline. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone number, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gerrold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 31 October 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities. [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants must identify citizenship and immigration status.

**SIMON FRASER UNIVERSITY** — The Department of English invites applications for up to three (3) tenure-track appointments at the rank of Assistant Professor. Effective September 1, 2003, 1 British Literature of the Romantic Period. A strength in Postcolonial Theory and Globalization in Contemporary Literature. 3 Writing and Rhetoric. Candidates must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a letter of application, curriculum vitae, a transcript of academic record, a sample of their scholarly writing, and ask three referees to send letters to: Dr. Paul DeLany, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The closing date for applications is October 31, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified persons. These positions are subject to budgetary approval. **Dalhousie University** — The Department of English invites applications for one full-time, tenure-track appointment in Canadian Literature at the rank of Lecturer/Assistant Professor, effective July 1, 2003. A PhD or PhD in hand, and clear evidence of strong scholarly and teaching potential are required. The position is subject to budgetary approval. Deadline for applications is October 15, 2002. Candidates should submit an application including a c.v., transcripts, evidence of teaching effectiveness, writing sample, and three reference letters to: Dr. Bruce Greenfield, Chair, Department of English, 6135 University Avenue, Dalhousie University, Halifax, NS B3H 4R9. For further information, call (902) 494-6873, or email [Bruce.Greenfield@dal.ca](mailto:Bruce.Greenfield@dal.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer/Employee Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

**Dalhousie University** — The Department of English invites applications for one full-time, tenure-track appointment in World Literature in English at the rank of Lecturer/Assistant Professor, effective July 1, 2003. A PhD or PhD in hand, and clear evidence of strong scholarly and teaching potential are required. The position is subject to budgetary approval. Deadline for applications is October 15, 2002. Candidates should submit an application including a c.v., transcripts, evidence of teaching effectiveness, writing sample, and three reference letters to: Dr. Bruce Greenfield, Chair, Department of English, 6135 University Avenue, Dalhousie University, Halifax, NS B3H 4R9. For further information, call (902) 494-6873, or email [Bruce.Greenfield@dal.ca](mailto:Bruce.Greenfield@dal.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer/Employee Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

## FACULTY POSITION, SCHOOL OF AUDIOLOGY & SPEECH SCIENCES, THE UNIVERSITY OF BRITISH COLUMBIA

Opening for a tenure-track position at the rank of Assistant or Associate Professor in the School of Audiology and Speech Sciences, available July 1, 2003. The School offers graduate education (M.Sc. and Ph.D.) for clinical or research careers in audiology and speech-language pathology. Duties include instruction in speech-language pathology or language sciences, research, and university/school service. Requires a Ph.D., evidence of scholarly excellence. Graduate-level teaching experience desirable. Applicants from all areas are welcome to apply; however, preference will be given to applicants who are clinically knowledgeable and have expertise in child language, language disorders of school-age children, speech science, or motor-speech disorders. Salary will be commensurate with qualifications. This position is subject to final budgetary approval.

Interested persons should send a letter of application, curriculum vitae, and the names (phone numbers and addresses) of three referees to Carolyn Johnson, Director, School of Audiology and Speech Sciences, UBC, 5804 Fairview Avenue, Vancouver, B.C., V6T 1Z3. Applicants will be considered starting November 15, 2002, until a suitable candidate is found.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians or permanent residents of Canada will be given priority.



## Canada Research Chairs (Tier II) DEPARTMENT OF PHYSICS FACULTY POSITIONS

The Department of Physics at Queen's University invites applications for two faculty positions. These positions are not guaranteed to the Department but are available competitively under the Canada Research Chairs (CRC) program established by the government of Canada to enable Canadian universities to foster world-class research excellence. Further details on the CRC program can be found at <http://www.chairs.gc.ca/>.

**Tier II Chair/Tenure-Track Faculty Position in Experimental/Observational Astrophysics** The successful candidate will be an outstanding young researcher, one who has demonstrated creativity, possesses a strong research record, and has shown evidence of the potential for future leadership in experimental or observational astrophysics. This research area lies within the "Foundations of Science" cluster which has been designated as strategically important in the long range plan for Queen's University. Potential applicants are also reminded of the existence of the Long Range Plan (LRP) developed by CASCA, the Canadian Astronomical Society (see <http://www.casca.ca/lrp/>), and are invited to indicate how their research interests fit with the proposed facilities described therein. The areas of research for this competition, however, are not restricted to those addressed in the CASCA LRP. The present position will enhance and complement the current program in astrophysics and astronomy at Queen's.

**Tier II Chair/Tenure-Track Faculty Position in Experimental Condensed Matter Physics** The successful candidate will be an outstanding young researcher, one who has demonstrated creativity, possesses a strong research record, and has shown evidence of the potential for future leadership in experimental condensed matter physics. Depending upon the particular scientific focus, this research area will be within either the "Materials Science and Manufacturing" or the "Foundations of Science" cluster, both of which have been designated as strategically important in the long range plan for Queen's University. The position will enhance and complement the current program in condensed matter physics at Queen's.

Currently, faculty members in the fields of astronomy and astrophysics conduct research in observational astronomy, theoretical cosmology, solar system physics, general relativity, star formation, relativistic astrophysics, radio astronomy, the interstellar medium in galaxies, and globular star clusters. There are strong ties with the experimental particle astrophysics group whose main research thrust is the Sudbury Neutrino Observatory (SNO), see <http://sno.phy.queensu.ca>. Canada's major project in particle astrophysics that is based at Queen's. The group also participates in the Borexino solar neutrino experiment, is developing nuclear recoil detectors for dark matter, and is preparing for the expansion of the SNO underground laboratory and new experimental initiatives related to questions at the intersection between particle physics, astrophysics and cosmology.

Faculty members in the area of condensed matter physics are working in research areas which include: nanophysics and surface science; semi-conducting polymers and polymer device physics; quantum transport and mesoscopic physics; phase transitions; materials physics; and several areas of condensed matter theory. The work of the Engineering Physics research group also includes the development of new materials and their applications.

Canada Research Chair recipients are eligible for significant infrastructure support through the Canada Foundation for Innovation. Applicants must be able to demonstrate excellence in undergraduate and graduate education in physics. Salary will be commensurate with qualifications and experience. Additional information about the Department and University is available at: <http://www.physics.queensu.ca/>.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality.

Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of recommendation sent to: Dr. David Hanes, Head, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. E-mail: [head@physics.queensu.ca](mailto:head@physics.queensu.ca), Tel: (613) 533-2706, Fax: (613) 533-6967. The first review of applications will begin on 31 October 2002. Applications will be considered until successful candidates are identified.



## Endowed Professorship/Associate Professorship in Family Business Management

The Haskayne School of Business is seeking a distinguished scholar, with an outstanding research record to pursue research in family business management. Candidates with a background in strategy, finance, marketing, organization theory, entrepreneurship, or economics interested in the applicability of dominant theories of the firm to family business management or in developing alternative paradigms for family firms will be given the strongest consideration.

Candidates must have a PhD degree, an outstanding research record, and proven ability to work effectively with colleagues and graduate students to build a strong theoretical research program in family business management. Credentials should be appropriate for an appointment at the rank of full professor or senior associate. Qualification to teach in a management disciplinary area is a requirement.

The Family Business Management Research Program at the Haskayne School of Business is supported by a sizable endowment established by generous donors. The remuneration package for the successful candidate includes a competitive salary, reduced teaching load, honorarium, and a research grant.

The Haskayne School of Business is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Haskayne School of Business is one of only eight Canadian business schools to gain accreditation from the AACSB International. It has strategic partnerships with more than 30 top business schools around the world. Over 1,600 full- and part-time students are currently enrolled in the Haskayne School's degree programs. In addition to BComm and MBA programs, the School has over 40 students in a PhD program and 20 students in a thesis-based MBA program. For more information about the Haskayne School of Business, please visit [www.haskayne.ucalgary.ca](http://www.haskayne.ucalgary.ca).

Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year-round.

Applicants should send a curriculum vitae, a statement of research interests, and two recent publications, plus arrange for three letters of reference to be sent to:

David M. Saunders, PhD  
Dean, Haskayne School of Business, University of Calgary  
2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4  
Fax: (403) 284-7922, E-mail: [david.saunders@haskayne.ucalgary.ca](mailto:david.saunders@haskayne.ucalgary.ca)

All applications received before January 31, 2003\* will receive full consideration. This competition will remain open until a qualified applicant has been chosen. \*Please note that the closing date has been extended from December 15, 2002.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic opportunities, please visit [www.ucalgary.ca/HR/career](http://www.ucalgary.ca/HR/career)

[www.ucalgary.ca](http://www.ucalgary.ca)

## CAREERS CARRIÈRES

of reference (or dossier), a brief statement of current and prospective research interests, a brief writing sample (not more than 1000 words), and a statement regarding teaching experience or potential. Application materials and letters of reference should be sent to Dr. Patricia Rae, Head, Department of English, Queen's University, Kingston, ON, Canada, K7L 3N6 by October 15, 2002. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, aboriginal peoples, persons with disabilities, and gay men and lesbians. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

**QUEEN'S UNIVERSITY** — The Department of English invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2003, in Medieval Literature. The candidate will be expected to perform in an interdisciplinary environment with ecocriticism, microbiology, plant ecology, and plant protection specialists in research and teaching to identify xenobiotic and biochemical interactions within the biotic environment to protect and enhance environmental health. The position requires a PhD in biochemistry, ecology, natural products chemistry or a related field with appropriate teaching and experience in at least one of the following areas: plant, persistence, and mechanism of action of natural products, insecticides, fungicides, herbicides, or pharmaceuticals in the environment. A good publication record and postdoctoral experience will be considered valuable for this position. A thorough knowledge of analytical methods and use of TIC, HPLC, MPEC, GC-MS, GC-MS and NMR for isolation and identification of compounds is required. Evidence of securing competitive funding from government and private sources is desirable. Salary will be commensurate with the qualifications and experience of the appointee. Applications, including a curriculum vitae, university transcripts, a statement of philosophy and interest in a career of teaching and research, resumes or other evidence of academic activities, and three letters of reference should be sent by October 31, 2002 to Dr. G. D. O'Neil, Chair, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Send resumes, transcripts, writing samples, and letters of reference no later than December 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure track position in the Department of English Language and Literature at the assistant professor level. We are interested in candidates with degrees in Roman, Greek, and Latin literature. The department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing (see [www.uwaterloo.ca/eng](http://www.uwaterloo.ca/eng)). Salary negotiable. Appointment effective July 1, 2003. Send resumes, transcripts, writing samples, and letters of reference no later than November 15, 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure track position in the Department of English Language and Literature at the assistant professor level in our Rhetoric and Professional Writing Program. We are interested in candidates who can contribute to two major undergraduate and graduate areas: Digital Design (including theory, analysis and production of multimedia texts) or Rhetoric and Composition (including genre studies, professional writing, and pedagogy). The successful candidate will be offered a wide range of teaching experiences from first through fourth year undergraduate courses to supervision of doctoral students. The department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing (see [www.uwaterloo.ca/eng](http://www.uwaterloo.ca/eng)). Salary negotiable. Appointment effective July 1, 2003. Send resumes, transcripts, writing samples, and letters of reference no later than November 15, 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

Ontario N2L 3G1. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

### ENVIRONMENTAL BIOLOGY

**THE UNIVERSITY OF GUELPH** — The Department of Environmental Biology invites applications for an Assistant Professor, tenure track, in the area of Environmental Chemistry and Ecology. The successful candidate will develop and teach two undergraduate courses in the area of natural products chemistry and application of natural products to plant biotechnology. The candidate will be expected to perform in an interdisciplinary environment with ecocriticism, microbiology, plant ecology, and plant protection specialists in research and teaching to identify xenobiotic and biochemical interactions within the biotic environment to protect and enhance environmental health. The position requires a PhD in biochemistry, ecology, natural products chemistry or a related field with appropriate teaching and experience in at least one of the following areas: plant, persistence, and mechanism of action of natural products, insecticides, fungicides, herbicides, or pharmaceuticals in the environment. A good publication record and postdoctoral experience will be considered valuable for this position. A thorough knowledge of analytical methods and use of TIC, HPLC, MPEC, GC-MS, GC-MS and NMR for isolation and identification of compounds is required. Evidence of securing competitive funding from government and private sources is desirable. Salary will be commensurate with the qualifications and experience of the appointee. Applications, including a curriculum vitae, university transcripts, a statement of philosophy and interest in a career of teaching and research, resumes or other evidence of academic activities, and three letters of reference should be sent by October 31, 2002 to Dr. G. D. O'Neil, Chair, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Send resumes, transcripts, writing samples, and letters of reference no later than December 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

### ENVIRONMENTAL STUDIES

**YORK UNIVERSITY** in Toronto — The Faculty of Environmental Studies invites applications for a tenure stream position in Planning, with an emphasis on regional issues and challenges. The appointment, effective July 1, 2003, will be at the Assistant Professor level. Planning in FES requires a critical perspective and a commitment to interdisciplinary approaches. The successful candidate will have experience, skills and substantive knowledge in regional planning as informed by sustainability principles and objectives. Relevant areas of specialization within regional planning may include, but are not limited to: environmental planning challenges in highly populated urban regions (and related issues such as transportation and land use); environmental justice and social dimensions of planning; community-based planning approaches; and environmental landscape design. Professional planning experience is an asset. The successful candidate will be able to teach undergraduate and graduate courses

in planning. She will do research and advise students on a broad range of planning issues. The successful candidate must be a member of C.I.P. or be willing and eligible to become a member. Applicants are expected to have a strong or promising scholarly record, and should hold a PhD degree in planning or a related discipline or have equivalent academic or professional experience. Applicants should submit a letter discussing their understanding and experience in Planning, and their qualifications, research and teaching interests. Also submit names, addresses (including e-mail and/or fax numbers) and telephone numbers of three references, a sample of work, and a CV to: The Regional Planning Search Committee, Faculty of Environmental Studies, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3, fax: (416) 736-5679, e-mail: [fes@yorku.ca](mailto:fes@yorku.ca). The deadline for receipt of applications is November 18, 2002. Information about the Faculty of Environmental Studies can be found on the website <http://www.yorku.ca/fes>. Specific information regarding the Planning program and its underlying philosophy can be obtained from the link: <http://www.yorku.ca/fes/programs/planning.asp>. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Environmental Studies welcomes applications from persons in these groups. The Affirmative Action Program can be found on the website <http://www.yorku.ca/academic/index.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. All positions at York University are subject to budgetary approval.

**YORK UNIVERSITY** in Toronto — The Faculty of Environmental Studies invites applications for a tenure stream position in the field of Geographical Information Systems (GIS). The successful applicant will have advanced training and experience in GIS, will teach advanced GIS at both the graduate and undergraduate levels and will supervise graduate students in GIS applications. The candidate will take a leadership role on behalf of FES in the Tri-Faculty GIS program at York involving FES and the Faculties of Arts (Geography) and Pure and Applied Sciences (Earth and Atmospheric Sciences). He/she will also coordinate the role of FES in the undergraduate certificate program in GIS and Remote Sensing and in two up-to-date lab facilities for teaching and research operated in conjunction with the Geography and Earth and Atmospheric Sciences. Candidates will also have extensive and practical experience in the application of GIS to one or more of the following: environmental planning/design, resource management, and/or sustainability education. Candidates must demonstrate an understanding of the role of GIS in addressing environmental and social issues. Familiarity with remote sensing is an asset. The appointment, effective either January 1 or July 1, 2003, will be

at the Assistant Professor level. The Faculty expects applicants to demonstrate competence in and enthusiasm for teaching and advising students, and a commitment to interdisciplinary research, teaching, and collaboration. Applicants are expected to have a strong or promising scholarly record, and should hold a PhD degree or have equivalent academic or professional experience. Applicants should submit a letter discussing their understanding and experience in Geographical Information Systems (and in environmental planning/design, resource management, sustainability education and/or remote sensing if applicable), and their qualifications and research and teaching interests. Also submit the names, addresses (including e-mail and/or fax numbers) and telephone numbers of three references, a sample of work, and a CV to: The GIS Search Committee, Faculty

of Environmental Studies, York University, Toronto, Ontario, Canada, M3J 1P3, Fax: (416) 736-5679, e-mail: [fes@yorku.ca](mailto:fes@yorku.ca). The deadline for receipt of applications is October 28, 2002. Information about Faculty of Environmental Studies can be found at <http://www.yorku.ca/fes>. York University has a policy of employment equity including Affirmative action for women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these groups will be considered within the priorities of the affirmative action program only if they self-identify. The Faculty of Environmental Studies welcomes applications from women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. The

of Environmental Studies, York University, Toronto, Ontario, Canada, M3J 1P3, Fax: (416) 736-5679, e-mail: [fes@yorku.ca](mailto:fes@yorku.ca). The deadline for receipt of applications is October 28, 2002. Information about Faculty of Environmental Studies can be found at <http://www.yorku.ca/fes>. York University has a policy of employment equity including Affirmative action for women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these groups will be considered within the priorities of the affirmative action program only if they self-identify. The Faculty of Environmental Studies welcomes applications from women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. The



THE UNIVERSITY OF BRITISH COLUMBIA

### ASSISTANT PROFESSOR SOCIOLOGY

The Department of Anthropology and Sociology at the University of British Columbia invites applications for a tenure-stream position at the rank of Assistant Professor effective July 1, 2003, subject to final budgetary approval. We seek a sociologist specializing in the study of **ethnicity and racialization** and their interaction with other kinds of inequality (such as class, gender, and sexuality). We are especially interested in someone whose work is comparative and/or international in nature. The preferred candidate will have a PhD in Sociology, and demonstrated excellence in research, publication, and teaching in the relevant field.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadian and permanent residents of Canada will be given priority.

Applications should include a curriculum vitae, letters of reference from three referees (sent under separate cover), two samples of written work, and a summary of current and future research interests, and should be sent by **October 31, 2002** to: **Dr. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC V6T 1Z1.**

# Laboratory Physicians

## Vancouver, BC

**Vancouver Hospital & Health Sciences Centre** — a part of the **Vancouver Coastal Health Authority** — is a multi-site primary teaching facility as well as a tertiary referral and trauma centre. **Vancouver Hospital**, affiliated with the **University of British Columbia (UBC) Faculty of Medicine**, is seeking two **Laboratory Physicians**.

Candidates selected for the following positions will receive a clinical faculty appointment at UBC in the Department of Pathology & Laboratory Medicine and will be expected to participate in departmental teaching/training programs (undergraduates, graduates and residents) as well as perform administrative tasks including committee work and research.

### • Academic Anatomical Pathologist

You will share diagnostic clinical responsibilities in the anatomical pathology laboratory with a group of experienced pathologists with diverse sub-specialty expertise. The laboratory currently handles 47,000 surgical cases and involves material from all organ systems.

You are an FRCP(C) in Anatomical or General Pathology (or equivalent) currently established or keen to pursue a career in Academic Anatomical Pathology. An interest in breast or genitourinary pathology would be advantageous, however, the position is not restricted to these sub-specializations.

### • Academic Hematopathologist

You will provide diagnostic consultation to an extremely active Leukemia/Bone Marrow Transplant program with over 1,000 bone marrow specimens annually. Additional diagnostic responsibilities will be to: a core laboratory generating upwards of 200,000 hematology reports per year; a sophisticated coagulation service; the largest blood bank in Western Canada; and to the flow cytometry and immunology service, supporting both the bone marrow and solid organ transplantation units.

Abundant opportunities exist for academic collaboration and research. It is expected that the primary research interaction would be with the Leukemia/Bone Marrow Transplantation Group.

You are an FRCP(C) in Hematopathology (or equivalent) or in another laboratory discipline with additional subspecialty training in hematopathology.

Salary and hospital rank will be commensurate with qualifications and experience. These positions commence July 1, 2002.

We provide exceptional opportunities for career advancement and lifestyle. With a growing population of 1.8 million, Vancouver offers its residents abundant outdoor recreational activities (and close proximity to the world-class ski resort of Whistler), natural scenic beauty and a mild climate — resulting in Vancouver being named the premier city in the world in which to live (2001). The city's ethnic diversity is evident in its fabulous restaurants, varied shopping venues and cosmopolitan ambience.

Please submit a current curriculum vitae accompanied by a letter of application and the contact information of three references to: **Dr. Jim Cullen, Medical Director & Head, Department of Pathology & Laboratory Medicine, Vancouver Hospital & Health Sciences Centre, 855 West 12th Avenue, Vancouver, BC V5Z 1M9. Fax: 604.875.4761; email: [careers@vanhosp.bc.ca](mailto:careers@vanhosp.bc.ca).**

Candidates should be eligible for licensure by the College of Physicians & Surgeons of BC. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada.



**VANCOUVER HOSPITAL**  
& HEALTH SCIENCES CENTRE

A part of the Vancouver Coastal Health Authority

[www.vancouvercoastalhealth.ca](http://www.vancouvercoastalhealth.ca)

### Kunin-Lunenfeld Applied Research Unit, Baycrest Centre for Geriatric Care Gerontological Nursing Research Scientist

The Kunin-Lunenfeld Applied Research Unit of Baycrest Centre (fully affiliated with the University of Toronto) invites applications for a research scientist position in gerontological nursing. This person will develop a program of research in gerontological nursing, foster research within the Centre, collaborate with researchers from other disciplines, and establish research and teaching collaborations with the University of Toronto.

**KLARU** of Baycrest Centre is the clinical arm of its Research Division. It is an interdisciplinary unit, whose mission is to improve care and the experience of living in long term care by conducting research that evaluates clinical practice, integrates advances in basic and social sciences with current clinical practice, and determines the prevalence of disorders in the community and at Baycrest. Research initiatives and programs are designed to enhance the quality of care and life of older people. Such research functions at the interface between basic and applied science and involves both the evaluations of the validity of current programs and the development of new administrative, clinical, and residential programs.

The successful candidate will be a registered nurse and possess a PhD in a field relevant to the study of nursing; be eligible for cross-appointment at the University of Toronto at the Assistant or Associate Professor level; and have expertise in an aspect of gerontological nursing research, as evidenced by peer-reviewed publications and grants.

The Baycrest Centre and the University of Toronto encourage applications from qualified individuals, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is available immediately and will remain open until filled. Applicants should submit a covering letter describing current research interests and future research goals, a complete C.V., relevant reprints and the names of three potential references to:

**Dr. David L. Streiner**  
Assistant Vice-President, Research  
Director, Kunin-Lunenfeld Applied Research Unit  
Baycrest Centre for Geriatric Care  
3560 Bathurst Street, Rm. 734  
Toronto, Ontario, Canada M6A 2E1  
Fax: (416) 785-4230  
Email: [dstreiner@rotman-baycrest.on.ca](mailto:dstreiner@rotman-baycrest.on.ca)

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# CAREERS CARRIÈRES

residents of Canada. McGill University is committed to equity in employment. Candidates should ensure their curriculum vitae, statements of teaching/teaching research interests, letters of recommendation, and any other relevant information, are received by the candidates' referees, are received before December 8, 2002 by Dr. Gordon Evans, Chair, Department of Geography, University of Toronto, 505 Sherbourne St. West, Montreal, Quebec, Canada H3A 2K6, phone 514 399-4112, fax 514 398-1637, e-mail: geog@mcgill.ca

**UNIVERSITY OF VICTORIA** - The Department of Geography, University of Victoria, invites applications for a tenure-track position at the Assistant Professor rank beginning July 15, 2003. We seek candidates with broad teaching experience and research skills in the fields of Environmental Science, public policy and resource management. Areas of regional expertise are open, but an interest in Canada, the Americas or the Pacific Rim is desirable. Preference will be given to candidates with expertise in GIS and its applications. The University of Victoria expects applicants to demonstrate competence in enthusiasm for teaching and supervising graduate and undergraduate students, and to indicate a commitment to interdisciplinary research and collaboration with other faculty members who are engaged in related research programs. The successful candidate will be expected to develop an externally funded research program that embraces graduate student supervision. Detailed information on the faculty and facilities in the Department of Geography can be found at <http://www.geog.vu.ca>. Applicants are expected to have a strong or promising scholarly record, and should hold or have completed a PhD in Geography or a closely related discipline by July 1, 2003. Closing date for consideration of applications is November 1, 2002. Applications should include a curriculum vitae, a statement outlining teaching and research interests, evidence of research and teaching ability, and the names and addresses of three referees, together with their e-mail, fax and telephone numbers. All queries and applications should be sent prior to the closing date. All queries and applications should be directed to the Chair, Department of Geography, University of Victoria, Victoria, British Columbia V8W 2P5, Phone (250) 721-7336, Fax (250) 721-6216, e-mail: [chair@geog.vu.ca](mailto:chair@geog.vu.ca). The University of Victoria is committed to excellence in teaching and research and we encourage all qualified persons to apply. We encourage all qualified persons to apply for these positions. As the Department of Geography is seeking to increase the diversity of its curriculum vitae, preference will be given to women candidates, in this instance. Candidates from the group who wish to be considered for these positions are encouraged to self-identify. In accordance with Canadian Immigration law, candidates who are not citizens of Canada at the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

**THE UNIVERSITY OF TORONTO** - The Department of Geography and Program in Planning invites applications for a tenure-track position in Economic Geography commencing July 1, 2003. The Department seeks an outstanding scholar with a well-established record of research and teaching and an ability to contribute to the success of the program. The successful candidate will be expected to develop an externally funded research program that embraces graduate student supervision. Detailed information on the faculty and facilities in the Department of Geography can be found at <http://www.geog.utoronto.ca>. Applicants are expected to have a strong or promising scholarly record, and should hold or have completed a PhD in Geography or a closely related discipline by July 1, 2003. Closing date for consideration of applications is November 1, 2002. Applications should include a curriculum vitae, a statement outlining teaching and research interests, evidence of research and teaching ability, and the names and addresses of three referees, together with their e-mail, fax and telephone numbers. All queries and applications should be sent prior to the closing date. All queries and applications should be directed to the Chair, Department of Geography, University of Toronto, 100 St. George St., Toronto, Ontario, Canada M5S 3G3, Phone (416) 978-2836, Fax (416) 978-2837, e-mail: [chair@geog.utoronto.ca](mailto:chair@geog.utoronto.ca). The University of Toronto is committed to excellence in teaching and research and we encourage all qualified persons to apply. We encourage all qualified persons to apply for these positions. As the Department of Geography is seeking to increase the diversity of its curriculum vitae, preference will be given to women candidates, in this instance. Candidates from the group who wish to be considered for these positions are encouraged to self-identify. In accordance with Canadian Immigration law, candidates who are not citizens of Canada at the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

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**THE UNIVERSITY OF TORONTO** - The Department of Geography and Program in Planning invites applications for a tenure-track position in Economic Geography commencing July 1, 2003. The Department seeks an outstanding scholar with a well-established record of research and teaching and an ability to contribute to the success of the program. The successful candidate will be expected to develop an externally funded research program that embraces graduate student supervision. Detailed information on the faculty and facilities in the Department of Geography can be found at <http://www.geog.utoronto.ca>. Applicants are expected to have a strong or promising scholarly record, and should hold or have completed a PhD in Geography or a closely related discipline by July 1, 2003. Closing date for consideration of applications is November 1, 2002. Applications should include a curriculum vitae, a statement outlining teaching and research interests, evidence of research and teaching ability, and the names and addresses of three referees, together with their e-mail, fax and telephone numbers. All queries and applications should be sent prior to the closing date. All queries and applications should be directed to the Chair, Department of Geography, University of Toronto, 100 St. George St., Toronto, Ontario, Canada M5S 3G3, Phone (416) 978-2836, Fax (416) 978-2837, e-mail: [chair@geog.utoronto.ca](mailto:chair@geog.utoronto.ca). The University of Toronto is committed to excellence in teaching and research and we encourage all qualified persons to apply. We encourage all qualified persons to apply for these positions. As the Department of Geography is seeking to increase the diversity of its curriculum vitae, preference will be given to women candidates, in this instance. Candidates from the group who wish to be considered for these positions are encouraged to self-identify. In accordance with Canadian Immigration law, candidates who are not citizens of Canada at the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

to the further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

**QUEEN'S UNIVERSITY** - The Department of Geography invites applications for a tenure-track position at the Assistant Professor level beginning July 1, 2003. We seek an outstanding individual with a demonstrated commitment to excellence in research and teaching in an area related to geography of health and health care. A wide range of health geography interests will be considered. A strong preference, however, will be given to a candidate who combines research and teaching interests in health geography and social geography. The appointee will be expected to build a strong research program around their interests and contribute to teaching in both the undergraduate and graduate programs. Applicants can learn more about the Department and current faculty research interests at: <http://www.geog.queensu.ca>. Applicants must possess a PhD or expect to complete their doctorate prior to taking up the appointment. The salary offered will be commensurate with qualifications and experience. Applicants should include a full curriculum vitae, a statement of research and teaching interests, and samples of relevant writing. Applicants should arrange for three referees to send their confidential letters of reference to be sent to: Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario, Canada K7L 3N6, Tel: (613) 333-1903, Fax: (613) 333-6122. Review of applications will begin on November 1, 2002 and continue until the position is filled. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including those with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

**THE UNIVERSITY OF WATERLOO** - The Department of Geography invites applications for a tenure-track position in Geography at the Assistant Professor level specializing in Resource and Environmental Management. Preference will be given to applicants with interests in policy aspects of resource and environmental management and who have an ability to conduct research and teaching in one or more of the following water resources, global and/or local environmental change, parks and protected areas, land-use analysis and planning, environmental assessment. The ability to contribute to a second area of specialty in our Geography program would be an asset. The successful candidate is expected to be a strong contributor to research and teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies, which consists of the School of Architecture, the Department of Environmental Science and Resource Studies, the Department of Geography, and the School of Planning. There are additional graduate programs in Land Use Planning, Environment and Tourism, and an undergraduate program in Environment and Business. For additional information about the Department see: <http://www.fes.uwaterloo.ca/geography>. Applicants must have a PhD in addition, practical experience in government, NGOs or the private sector would be an asset. The appointment will be effective 1 September 2003. Applications must include a statement of career objectives and research goals, a personal assessment of experience and achievements, and an indication of the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of application and the CV. Referees will be contacted for those being considered in the second stage of the review. Complete applications are due by 31 October, 2002. Applications should be sent to: Chair,

Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

**GEOLOGY**  
**THE UNIVERSITY OF TORONTO** - The Department of Geology is redefining its vibrant tenure stream position on the St. George campus in the field of earth and planetary materials at the assistant professor level. We are particularly interested in candidates with research interests in quantitative aspects of planetary studies, igneous and metamorphic petrology, mineralogy and high-temperature geochemistry. Candidates must have a PhD degree at the time of appointment and be able to demonstrate both their ability to achieve excellence for independent research and evidence of potential to complement existing research programs described on our web site: <http://www.geology.utoronto.ca>. In addition to establishing an internationally recognized independent research program, the successful candidate will have a strong commitment to excellence in teaching at all levels. Salary will be commensurate with the candidate's qualifications and experience. The position is available from January 1, 2003. The Department of Geology is well equipped with analytical and experimental facilities to support earth and planetary materials research. More information on facilities and programs is available on our web site. Applicants should send their complete curriculum vitae, including a list of publications, and a short statement describing their research program and teaching philosophy. They should also provide the names and contact information of at least six earth scientists who could be approached for a letter of reference. Applications should be sent to: Chair, Climate Change Search, Department of Geology, University of Toronto, 22 Russell Street, Room 1066, Toronto, Ontario, Canada M5S 3B1. To ensure full consideration, all information should be received by October 15, 2002. Applications received after this date will be considered if the position has not been filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may add to the diversity of ideas. Any inquiries made to the application should be sent to: [geol\\_sec@geology.utoronto.ca](mailto:geol_sec@geology.utoronto.ca)

**GERMANIC STUDIES**  
**THE UNIVERSITY OF REGINA** - The Department of Germanic Studies invites applications for a probationary (tenure-track) appointment at the Assistant Professor level, with a starting date of July 1, 2003. Duties include teaching German-language courses at all levels as well as senior undergraduate literature, culture and language-of-business courses. Preference will be given to candidates who have teaching experience and a PhD in hand at the time of appointment. To apply, send a curriculum vitae, a teaching dossier with evaluations (where applicable), a statement of research interests and arrange for the forwarding of three letters of recommendation by June 3, 2002 to Dr. Robin Fisher, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2, Fax 306 585 5368. Descriptions of the Department programs are available upon request (306 585 4333), or from the University of Regina website: <http://www.uwregina.ca/german>. The University of Regina is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

## UNIVERSITY OF WATERLOO

### CANADA RESEARCH CHAIR (TIER II) DEVELOPMENT, FACULTY OF ENVIRONMENTAL STUDIES

The Faculty of Environmental Studies at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level. Appointment is conditional on the successful applicant being approved as a Tier II Canada Research Chair. The Faculty is seeking candidates with a focus on development, broadly defined. While the Faculty is committed to development that is sustainable, we welcome applications from candidates with expertise in particular aspects of this, including initiatives with an urban, rural or regional focus, at a community national or global scale and with emphasis on social, ecological or economic components. The individual may be especially interested in development within Canada or within any other country or region.

This is chiefly a research chair. While the successful candidate will be expected to teach at the graduate and undergraduate levels, the appointment will be focused on research. Candidates should hold a PhD, show promise to develop an excellent research programme, have the ability to obtain external funding and manage important research projects. The Faculty will favour candidates whose research interests are compatible with the interests of the Faculty ([www.fes.uwaterloo.ca/research/](http://www.fes.uwaterloo.ca/research/)) and whose work promises opportunities for fruitful collaborations within and beyond the Faculty.

Research and teaching in Environmental Studies at the University of Waterloo uses diverse knowledge and methods from different disciplines to enhance understanding of human relationships within the built and natural environments. Current research initiatives, basic and applied, are undertaken in ecosystems and communities within Canada and internationally.

The Faculty of Environmental Studies comprises four academic units, two professional schools - Architecture and Planning - and two departments - Geography and Environment and Resource Studies. In addition there are two Master's programmes - Local Economic Development, and Tourism Policy and Planning, and an Environment and Business programme at the undergraduate level.

Candidates must submit a letter of application setting out main areas of research and teaching interest as well as a statement of research goals and favoured approach to teaching and learning. Applicants must include with the letter of application a current curriculum vitae and the names of three referees to be sent to:

The Chair, Canada Research Chair Selection Committee  
Faculty of Environmental Studies, University of Waterloo  
Waterloo, Ontario N2L 3G1 Canada

Screening of applicants will begin 15 October 2002.

The University of Waterloo encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Additional information about the Faculty may be found at <http://www.fes.uwaterloo.ca>. Additional information about the Canada Research Chair program may be found at: [http://www.research.uwaterloo.ca/maw/funding\\_programs/funding\\_programs.asp?wc=50](http://www.research.uwaterloo.ca/maw/funding_programs/funding_programs.asp?wc=50).

**BUILDING A TALENT TRUST**

## UBC THE UNIVERSITY OF BRITISH COLUMBIA

### HEAD, DEPARTMENT OF ASIAN STUDIES

The Faculty of Arts at the University of British Columbia invites applications for the position of Head of the Department of Asian Studies. The incumbent should be eligible for appointment at the rank of Full Professor. The appointment, subject to final budgetary approval, will commence on July 1, 2003.

The Department of Asian Studies offers degree programmes at the BA, MA and PhD levels. The Department of Asian Studies is a centre for teaching and research in a variety of disciplines and interdisciplinary approaches. All focussed on the peoples of Asia. At the core of the department's work are language and culture. Faculty teach courses in Chinese, Hindi-Urdu, Indonesian, Japanese, Korean, Punjabi, and Sanskrit. Faculty and students conduct research on a wide range of subjects concerning the peoples of Asia, including linguistics, literature and performance, history, religion, and philosophy. For more information about the department please visit the website <http://www.asia.ubc.ca/index.html>

We are seeking a senior scholar who will lead the Department for a five-year term, renewable for a second five-year term pending a satisfactory review. Salary will be commensurate with experience. The successful applicant will have an outstanding record of scholarly achievement, a record of successful teaching and demonstrated leadership skills.

Letters of application addressing the qualifications for the position, a complete résumé, and names, titles, addresses and telephone numbers of three referees should be sent by November 15, 2002 to: Dr. Nancy Gallini, Dean of Arts, University of British Columbia, Vancouver, BC V6T 1Z1 (applications and enquiries may also be forwarded via email to the Dean's Assistant, Eileen Oertwig, at [eoertwig@arts.ubc.ca](mailto:eoertwig@arts.ubc.ca))

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply, however, Canadians and permanent residents of Canada will be given priority.



## VECTOR AEROSPACE CHAIR IN IRISH BUSINESS STUDIES

### Faculty of Business Administration

FBA 09-02 Tenure-Track Position

A Chair in Irish Business Studies is being established in Memorial University's Faculty of Business Administration in partnership with Vector Aerospace Corporation and the Atlantic Canada Opportunities Agency.

The Chair will work closely with, and in support of, the research mandate of the Centre for International Business Studies in the Faculty of Business Administration. In addition, the Chair will collaborate with the Chair in Irish Studies in the Faculty of Arts and will complement the work of the Ireland Business Partnerships. In collaboration with these units, the Chair will ensure sustained cooperation of mutual benefit to both Ireland and the province of Newfoundland and Labrador. The funding (approved for an initial term of five years) covers research, travel and administrative costs associated with the activities of the Chair, as well as teaching load reductions for the successful candidate.

The successful applicant will be a visionary who is able to build and lead a strong research team. The area of concentration for the Chair will be International Business or International Marketing with a particular focus in export markets. A PhD, a demonstrated record of creative and scholarly activity and qualifications suitable for a tenure faculty appointment at the full professor level are essential. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Nominations or applications are encouraged to be submitted via email, accompanied by a curriculum vitae and the names of three referees, to [dbrown@mun.ca](mailto:dbrown@mun.ca). A hard copy should also be sent to:

The Search Committee, Vector Aerospace Chair in Irish Business Studies  
c/o Doreen Browne  
Faculty of Business Administration  
Memorial University of Newfoundland  
St. John's, NF A1B 3X5

The deadline for receipt of applications is September 30, 2002.

The Faculty of Business Administration, comprising approximately 1,200 undergraduate students, 170 graduate students, 42 faculty and 25 staff, offers highly successful BBA and BComm programs, including a co-operative education program and an MBA. It also has a number of vigorous outreach institutes. It is the first business faculty in Atlantic Canada to receive AACSB accreditation. Further information on the Faculty and the Centre for International Business Studies (CIBS) is available on the Memorial University website at [www.mun.ca/bus](http://www.mun.ca/bus).

Memorial University of Newfoundland is Atlantic Canada's premier comprehensive university and one of the region's most important research facilities. It plays an integral role in the educational and cultural life of Newfoundland and Labrador. The University is located in a community known for its friendliness, historic charm, vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

# CAREERS CARRIÈRES

## GREEK HISTORY & EPIGRAPHY

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Classical, Near Eastern and Religious Studies invites applications for a tenure-track position in Greek History and Epigraphy at the level of Assistant Professor beginning July 1, 2003, subject to budgetary approval. The successful applicant will be expected to teach a range of courses on Greek history and historians that combine the interests of the multi-faceted Department, including law and society. Preference will be given to an applicant with a specialization in epigraphy. The Department has a long tradition of excellence in this area, has superb library holdings in Greek and Roman epigraphy and numismatics and houses the Malcolm F. McGregor collection of inscriptions. The successful applicant will be expected to build upon this tradition. Ability to teach courses in Greek through the PhD is expected. Experience with interdisciplinary teaching and research is an asset. Applicants should have completed the PhD and demonstrated their commitment to scholarship through publication. Teaching experience at the postsecondary level is desirable. Salary will be commensurate with qualifications and experience.

With their letter of application applicants should send a current CV and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to: The Chair, Search Committee, Department of Classical, Near Eastern and Religious Studies, University of British Columbia, BUCH C260 1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada, no later than October 31, 2002. Interested applicants may also visit our Website at <http://www.ubc.ca>. The University of British Columbia bases on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

## HISTORY

**BROOK UNIVERSITY** — The History Department invites applications for a tenure-track appointment in Latin American and US History. The position is subject to final budgetary approval. Applicants should have a PhD or be very close to completion at the time of application. The successful applicant will be required to teach courses at every level of the undergraduate program. The appointment will begin July 1, 2003. Applicants should send a curriculum vitae and a short research plan plus arrange for three letters of reference to be posted to: Dr. Murray Dickert, Chair, African Search Committee, Department of History, Brook University, St. Catharines, Ontario, Canada L2S 3A1.

The closing date for applications is October 4, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brook University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men candidates are equally encouraged to apply. More information on Brook University can be found on the University's website [www.brocku.ca](http://www.brocku.ca). **BROOK UNIVERSITY** — The History Department invites applications for a tenure-track appointment in the history of colonial North America (pre 1763). The position is subject to final budgetary approval. Applicants should have a PhD or be very close to completion at the time of application. The Department is interested in candidates able to teach courses at every level of the undergraduate program and particularly seeks candidates competent to teach at other related fields (e.g. New France, women's history). The appointment will begin July 1, 2003. Applicants should send a curriculum vitae and a short research plan plus arrange for three letters of reference to be posted to: Dr. Murray Dickert, Chair, African Search Committee, Department of History, Brook University, St. Catharines, Ontario, Canada L2S 3A1.

**THE UNIVERSITY OF GUELPH** invites applications for a tenure-track position in the history of Asia at the rank of Assistant Professor. A completed PhD is desirable. In addition to teaching undergraduate courses in twentieth-century global history and modern Asia, the candidate will have the opportunity to teach undergraduate and graduate courses focusing on their more specialized expertise. The ideal appointee will have demonstrated commitment to teaching and research excellence. As well, the ideal appointee will have an interest in new teaching technologies. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We have four particularly encouraging applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to: Dr. Peter Goddard, Chair of Appointments Committee, Department of History, University of Guelph, Guelph, ON N1G 2W1 by 15 October 2002. See [www.uoguelph.ca](http://www.uoguelph.ca) for more information.

**THE UNIVERSITY OF GUELPH** invites applications for a tenure-track position in the history of Latin America at the rank of Assistant Professor. A completed PhD is desirable. The appointee will be expected to contribute to undergraduate and graduate teaching and to participate in the Tri-University graduate program. The ideal appointee will demonstrate commitment to teaching and research excellence. As well, the ideal appointee will have an interest in new teaching technologies. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We have four particularly encouraging applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to: Dr. Peter Goddard, Chair of Appointments Committee, Department of History, University of Guelph, Guelph, ON N1G 2W1 by 15 October 2002. See [www.uoguelph.ca](http://www.uoguelph.ca) for more information.

**THE UNIVERSITY OF MANITOBA** — The Department of History, Faculty of Arts, at the University of Manitoba invites applications for a tenure-track appointment in United States History at the rank of Assistant Professor. The specialization is open but a candidate specializing in United States History since the Civil War would be preferred. The appointment will begin July 2003, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment and have demonstrated success in both research and teaching. He or she must be prepared to develop and maintain a strong program of further research in the area of specialization and to teach both undergraduate and graduate courses in that area. Responsibilities also include supervision of graduate students and service to the Department, Faculty and University. The field of the salary range for this position will be \$46,500. The starting salary will be determined by the University's salary schedule. The University of Manitoba encourages applications from qualified visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application and a curriculum vitae. The successful candidate will be given priority. Letters must be received directly from the applicant's referees. Candidates may wish to include a sample of scholarly writing and evidence of effective teaching. Send your letter of application and sample course outlines. Applications should be sent to: Professor Mary Kinneale, Chair, Search Committee, Department of History, 402 Rietveld Avenue Building, University of Manitoba, Winnipeg, MB R3S 2S5, Canada, Tel: (204) 474-9613, Fax: (204) 474-9759. The deadline for receipt of completed applications is 30 September 2002. Further information concerning this position, the Department, and the University may be obtained by visiting <http://www.manitoba.ca/facultyarts/history/> or by e-mail: [Lisa.McKendry@manitoba.ca](mailto:Lisa.McKendry@manitoba.ca).

## Director, School of Social Work University of Windsor

The University of Windsor  
Invites nominations and  
applications for the position of  
Director of the School of  
Social Work in the Faculty of  
Arts and Social Sciences.

The School of Social Work at Windsor has a long history of undergraduate social work education in southwestern Ontario, being the first School in Canada to offer the BSW as a stand-alone, entry-level degree. A new MSW program is scheduled for introduction in 2002. A diversified student body from different sectors of the country, coupled with a group of seasoned professionals committed to scholarship and teaching, make the School an exciting place for research and professional development. A strong network of community partners gives support to the School's mission directed to excellence in teaching, research and practice emphasis. A particular area of research and teaching emphasis in the Faculty of Arts and Social Sciences is in the theme of Social Justice, an integral commitment on the part of the University of Windsor. The University has identified this as one of the institution's three foci for strategic development. The School of Social Work is expected to play a major role in development of the theme. For further details about the School of Social Work, visit the website at [www.uwindsor.ca/units/socialwork/socialwork.nsf](http://www.uwindsor.ca/units/socialwork/socialwork.nsf).

The University of Windsor is a comprehensive research and teaching institution. Within a vibrant, dynamic and friendly environment, it offers a broad range of high-quality undergraduate, graduate, cooperative education and professional programs to more than 14,000 students. Situated on an International border, at the centre of the Great Lakes, the University affords opportunities for innovative partnerships with the community, business and industry.

The successful candidate for Director should hold a graduate degree in social work, and should possess a D.S.W. or Ph.D. A successful record in teaching at the university level, a strong record of peer-adjudicated scholarship, as well as considerable experience in social work practice are desirable. Demonstrated administrative capacity is an advantage. The Director will be expected to play a major leadership role in enhancing the stature of the School, working constructively with faculty, staff, students and members of the community to foster scholarship, research, program development and professionalism.

The appointment is for a three-year term, renewable, and effective July 1, 2003. Written nominations, or applications accompanied by a letter of application, a full curriculum vitae, and the names of three referees, should be submitted to the address shown below. The Search Committee will begin its review of candidates' documentation October 31, 2002. To ensure consideration, documentation should be received by that date.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minority groups. Applications from women are particularly encouraged. In accordance with Human Resource Development Canada policy, Canadians and permanent residents will be given priority.

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9  
E-mail: [resumes@wasearch.com](mailto:resumes@wasearch.com)  
[www.wasearch.com](http://www.wasearch.com)

Fax: 416-923-8311

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## Director, School of Computer Science University of Windsor

The University of Windsor  
seeks a Director for its  
School of Computer Science  
(<http://www.cs.uwindsor.ca>).

The Director is responsible for the ongoing academic and administrative management of the School of Computer Science, which includes 34 faculty and 12 technical and support staff to serve over 100 graduate and over 1,400 undergraduate students. The School offers an M.Sc. degree and a number of undergraduate degrees in Computer Science. A proposal for a Ph.D. program in Computer Science is at an advanced stage of approval. Candidates for Director must have a doctorate or equivalent in Computer Science or in a related discipline appropriate for the position, a record of scholarly accomplishments to warrant a senior academic appointment with tenure, and administrative experience, preferably in an academic institution.

and effective from July 1, 2003. Written nominations, or applications accompanied by a letter of application, a full curriculum vitae, and the names of three referees, should be submitted to the address shown below by November 4, 2002.

The University of Windsor is a comprehensive research and teaching institution with more than 14,000 students. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minority groups. Applications from women are particularly encouraged. In accordance with Human Resource Development Canada policy, Canadians and permanent residents will be given priority. For more information, contact the address below and visit the University of Windsor website at <http://www.uwindsor.ca/facultypositions>.

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9  
E-mail: [resumes@wasearch.com](mailto:resumes@wasearch.com)  
[www.wasearch.com](http://www.wasearch.com)

Fax: 416-923-8311

The appointment of the new Director of the School of Computer Science will be for a five-year term, renewable,

Janet Wright & Associates Inc.

will be made on the basis of research  
 licence, teaching ability, and fit with de-

CAUT BULLETIN ACPPU 819 SEPTEMBER 2002 SEPTEMBRE

## University of Ontario Institute of Technology

Canada's newest university, to be created in Durham Region, Ontario, was enacted by legislation in June 2002. Our university opens in September 2003 with a 21<sup>st</sup>-century vision of learning, research and service excellence. We invite you to consider joining the University of Ontario Institute of Technology as a founding member of the faculty, to help build our reputation for being student-centred, innovative and responsive, while respecting the best traditions of Canada's great established universities.

In keeping with a technology-enhanced learning environment with wireless connectivity, where every student will have a customized laptop, the University of Ontario Institute of Technology seeks faculty who strive to explore and develop new methods of program delivery.

The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men including members of visible minorities, Aboriginal Peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until October 31, 2002. Applicants should provide a curriculum vitae, list of publications, statement of teaching interests, outline of their current and proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to the respective Dean of the School, c/o the Director of Human Resources, University of Ontario Institute of Technology, 2000 Simcoe Street North, Oshawa, ON L1H 7K4 or send to [careers@uoit.ca](mailto:careers@uoit.ca).

## Faculty Positions Available

The university is presently recruiting tenure-stream and contractually limited faculty at all ranks who will be required as soon as mutually agreeable, but not later than July 2003. Faculty will be required to conduct active and innovative research programs and to teach at the undergraduate and, in the near future, the graduate level. Applicants should have a PhD and a record of excellence in teaching and research.

More complete information on the positions can be found at [www.uoit.ca](http://www.uoit.ca).

### SCHOOL OF BUSINESS AND INFORMATION TECHNOLOGY

This school will offer a B.Comm. degree in which students will examine organizations from a number of perspectives including how they are managed and the changing environments in which they operate. The research focus will be on the application of management and engineering technology, health sciences technology and information technology. Please quote competition No. UOIT02-10.

### SCHOOL OF EDUCATION

In the first phase of its operation, this school will offer a one-year, direct-entry B.Ed. program aimed at students who have completed an undergraduate science degree and who wish to obtain their credentials to teach sciences, mathematics and computer science in Grades 7 to 12. The research focus will be on science and mathematics curricula and teaching, educational technology, constructivist views of teaching and learning, problem-based teaching, information literacy and technology integration. Please quote competition No. UOIT02-06.

### SCHOOL OF ENERGY ENGINEERING AND NUCLEAR SCIENCE

The research focus will be on reactor kinetics, reactor design, plant design and simulation, radiation detection and measurement, radiation protection, radiation biophysics and dosimetry, environmental effects of radiation, production and use of radioisotopes, radiation chemistry, and material analysis with radiation techniques. Please quote competition No. UOIT02-04.

The only stand-alone program of its kind in Canada, the B.Eng. in Nuclear Engineering will produce graduates with the expertise to work and manage the work of others in one or more areas of research, development, design, maintenance, operation and decommissioning of nuclear power plants and related facilities.

The B.Sc. in Radiation Science will produce graduates who are technically skilled scientists with the in-depth knowledge required to work and manage the work of others in one or more fields of the application of radiation techniques.

### SCHOOL OF HEALTH SCIENCE (NURSING)

In collaboration with Durham College, this school will offer a BScN degree which will be required to begin practice as a registered nurse in Ontario beginning in 2005. The research focus will be on community health issues including hospitals, public health organizations and social service agencies. Please quote competition No. UOIT02-08.

### SCHOOL OF JUSTICE STUDIES

This school will create justice professionals who can build an integrated approach to justice services including the theories, processes and concepts that are applied in the justice system, as well as ethical decision-making, critical thinking, diversity, the rights of the victim, and social justice. The research focus will be on the criminal justice system, policing and corrections/penology. Please quote competition No. UOIT02-09.

### SCHOOL OF MANUFACTURING ENGINEERING

This school will offer a general engineering curriculum including mechanical physics, robotics, mathematics, solid mechanics, chemistry, computer-aided design, and statistics and probability. The research focus will be on flexible manufacturing systems, high-performance manufacturing, efficient and environmentally conscious manufacturing, robotics, mechatronics, MEMS and CIM. Please quote competition No. UOIT02-05.

### SCHOOL OF SCIENCE

This school will offer undergraduate degrees in the biological and physical sciences that will explore the concepts, principles, qualitative and quantitative methods, innovative problem-solving skills, and practical applications of science. Through labs and research projects, students will gain hands-on practice with current lab and measurement techniques, tools and equipment. The research focus in biological science will be on biomolecular science and bioengineering. The areas of specialization within physical science initially will be physics, chemistry, mathematics and computer science. Please quote competition No. UOIT02-07.



University of Ontario  
Institute of Technology

2000 Simcoe Street North, Oshawa, Ontario, Canada L1H 7K4 1.866.844.8648 [www.uoit.ca](http://www.uoit.ca)

# CAREERS CARRIÈRES

## LAW

**YORK UNIVERSITY** — Osgoode Hall Law School of York University expects to hire seven tenured faculty members over the next three years. Detailed information about the current priorities for 2002/23 and the application deadline will be available from 12 September 2002 on the Osgoode Hall Law School website: <http://www.osgoode.yorku.ca/recruit/> or from Milne-Hollett Faculty Recruitment Advisory Committee, email: [recruit@osgoode.yorku.ca](mailto:recruit@osgoode.yorku.ca) (416) 736-5251 or phone: (416) 736-5853. Osgoode Hall Law School is committed to equality and diversity and welcomes applications from all qualified persons. Canadian citizens and Permanent Residents will be considered first for these positions.

## LIBERAL ARTS

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has up to two tenure-track positions available for candidates to teach in its Great Books core curriculum, one with an emphasis on European Intellectual History and one with an emphasis on Comparative of English Literature. Please see our full page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/facultyjobs.cfm>.

## LIBRARY

**THE UNIVERSITY OF WINDSOR'S** Ledy Library invites applications for a tenure-track Librarian position commencing January 1, 2003. Rank will be commensurate with experience. Subject to Budgetary Approval. For a detailed position description visit our website at: [www.uwindsor.ca/facultyjobs](http://www.uwindsor.ca/facultyjobs). Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519-253-3000, ext. 3151, Fax: 519-277-3838, E-mail: [gebbett@uwindsor.ca](mailto:gebbett@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. James Drach, Director, Faculty Recruitment at 877-655-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

**THE UNIVERSITY OF NEW BRUNSWICK** invites applications for the position of Head, Access and Research Services in the Ward Chaplain Library (Saint John campus). Responsibilities: The primary responsibility of this position is to provide reference service to a variety of users on a campus with significant programs in business, marine biology, nursing and arts. This includes organizing the smooth day to day operation of the Reference/Information desk; overseeing the management of the Circulation department; for maintaining and implementing unit goals, policies and procedures; and, coordinating and developing bibliographic instruction and orientation sessions. This position shares responsibility for staffing the Reference/Information desk; providing bibliographic instruction; participating in collection development; and, participating in the general management of the Library. Qualifications: Masters degree in library or information science from an ALA accredited institution, a minimum of 2 years reference experience in an academic library, excellent interpersonal, instructional, analytical and communication skills, significant supervisory experience and demonstrated leadership potential; ability to work effectively with diverse user groups, in-depth knowledge of and experience with electronic resources (HTML and other web authoring experience is desirable). This is a full-time, continuous appointment position. Appointment is expected to be at the Librarian I level and the starting salary is \$42,183-\$54,045. Excellent benefits, subject to the terms of the Association of University of New Brunswick Teachers collective agreement, including annual professional development allowance and moving allowance. The University of New Brunswick in Saint John is an expanding campus, situated on a beautiful overlooking the beautiful Kennebec River valley, situated on the scenic Bay of Fundy, the city of Saint John is becoming known for its beauty, high quality of life and low cost of living. The campus has a population of over 2700 full-time and part-time students, with a significant international student population and a growing number of graduate and undergraduate programs. The Ward Chaplain Library with 2 professional positions and 13 support staff is part of Information Services and Systems, which also includes Instructional Technology and Integrated Technology Services. Visit the library home page at: <http://www.unb.ca/librarians/index.htm>. Review applications begin 15 October and will continue until the position is filled. Applicants should send a letter of application, resume and names of three references to Susan H. Collins, Director of Information Services & Systems, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

## LIBRARY & INFORMATION STUDIES

**MCGILL UNIVERSITY** — The Graduate School of Library and Information Studies (GSLS) invites applications for a tenure-track appointment at the Assistant Professor level for January 2003. We are seeking a dynamic individual with teaching and research expertise in the area of digital archives, and one of the cognitive areas of information resource management, or digital libraries. The candidate will normally be required to teach four courses per year in one or more of the following programs: MLIS, PhD, Graduate Certificate, and Graduate Diploma, and supervise master's and doctoral students. An earned doctorate in library and information studies, or related fields is required. McGill University, a world-renowned English-language institution, is located in the heart of cosmopolitan Montreal, GSLS, with a total enrollment of more than 160 graduate students, is currently embarking upon a strategic plan to introduce new streams in its MLIS program. Candidates should send no later than 15 October 2002 a curriculum vitae, a statement of teaching and research interests, and three letters of reference to: Dr. Jamali Beheshti, Director, Graduate School of Library & Information Studies, McGill University, 3455 McTavish Street, Montreal, Quebec, Canada, H3A 1Y1, Voice: (514) 398-3366, Fax: (514) 398-7193, Email: [jamali.beheshti@mcgill.ca](mailto:jamali.beheshti@mcgill.ca).

## LINGUISTICS

**CARLETON UNIVERSITY** — The School of Linguistics and Applied Language Studies at Carleton University invites applications for a tenure-track position in composition theory and rhetoric. An interest in professional or technical writing would be an asset. A PhD and significant experience in research and teaching are required. The level at which the appointment is made will depend on the successful applicant's qualifications and experience. Duties will include teaching courses in the applicant's area of specialization, as well as general courses in rhetoric and composition at the graduate level; supervising graduate students; teaching undergraduate courses in composition theory, and possibly developing a program in professional and technical writing, depending on the successful applicant's interests and the needs of the School. Starting date: July 1, 2003. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval. Applications should be submitted to Professor Dulce Engel, Director School of Linguistics and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6. Letters of application should be accompanied by a curriculum vitae and names and addresses of three references, and a concise statement that includes two samples of scholarly work and written evidence of teaching effectiveness (a teaching portfolio would be preferred). The deadline for applications is 15 October 1, 2002, or when filled. **SIMON FRASER UNIVERSITY** — Applications are being accepted for a tenure-track position in Linguistics commencing September 1, 2003. This position is subject to approval by the University Board of Governors and final budgetary authorization. The appointment will be made at the Assistant Professor rank. The successful applicant will specialize in speech science, be able to teach phonetics and phonology, and be able to contribute to other areas in the department. Candidates should have a background in some combination of the following areas: neurolinguistics, speech disorders, acoustic and auditory physiology. Candidates should hold a PhD (or be near completion) in Linguistics or in a closely related field, and be able to demonstrate teaching ability. Further details about the Department of Linguistics can be found at <http://www.sfu.ca/linguistics>. Closing date for receipt of applications is November 15, 2002. Interested candidates are invited to send a letter of application, curriculum vitae, the names of at least three referees, and sample publications to: Dr. Paul MacKenzie, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, B.C., Canada V5A 1S6, Phone: (604) 291-3554, Fax: (604) 291-3659, e-mail: [mackenzie@sfu.ca](mailto:mackenzie@sfu.ca). Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nations people. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## MANAGEMENT

**SAINT MARY'S UNIVERSITY** — Management and Psychology Applications are invited for a tenure-track appointment at the Assistant Professor level starting January 1, 2003. This is a new position that will be jointly held in the Departments of Management and Psychology. Candidates are expected to have a PhD in human resource management/organizational psychology, or to be near completion of their degree.

behavior or industrial/organizational psychology, or to be near completion of their degree. We seek individuals with teaching and research skills in human resource management, with a strong preference for candidates with expertise in occupational health and safety. Candidates must have strong methodological/analytical skills, and evidence of potential research productivity and teaching excellence. The successful applicant will be able to teach at both the undergraduate and graduate levels, including courses in their specialty area. The successful applicant will be expected to conduct and supervise research and to contribute to Psychology's graduate program in industrial/organizational psychology and to Management's MSA and doctoral programs. Both Departments offer a joint certificate program in Human Resource Management in addition to major and honors programs. The successful applicant will have the opportunity to participate in the University's doctoral program in Management and in the newly established O Centre for Occupational Health and Safety. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeast United States. For information about the University and both Departments please visit our website at: <http://www.saintmarys.ns.ca>. Applicants should submit a curriculum vitae, copies of resumes, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to: Dr. Vic Galano, Department of Psychology, Saint Mary's University, Halifax, NS, B3H 3C2, Telephone: (902) 426-3833, Fax: (902) 426-3827, Email: [vicgalano@stmarys.ns.ca](mailto:vicgalano@stmarys.ns.ca). Review of applications begins immediately and will continue until the position is filled.



## UNIVERSITY OF REGINA FACULTY OF SCIENCE CANADA RESEARCH CHAIR

The Faculty of Science invites applications for a Tier II Canada Research Chair to be appointed at the rank of Assistant Professor (tenure-track) on July 1, 2003. We seek expertise in the general area of energy and the environment, with specialization in biogeochemistry, fuel or environmental chemistry, prairie ecosystems or climate change. Candidates must be emerging researchers (2-6 years from a PhD) with the potential to achieve international recognition as a leader in their fields in five to ten years. The successful candidate is expected to provide leadership in research-related activities, including teaching, graduate supervision, and the development of collaborative research initiatives.

Infrastructure support includes the new Environmental Quality Analysis Laboratory (<http://uregina.ca/eqal/>) and the Petroleum Technology Research Centre, both located at the University of Regina, as well as the Canadian Light Source Facility in Saskatoon.

Applications must include a curriculum vitae, a research plan, and the names and addresses of three referees. Please address applications to S. D. Wilson, Assistant Dean of Science (Research), University of Regina, Regina, Saskatchewan S4S 0A2, Canada, E-mail: [scott.wilson@uregina.ca](mailto:scott.wilson@uregina.ca).

The closing date for applications is December 15, 2002.

Further information about the Faculty of Science and Canada Research Chairs can be viewed at [www.uregina.ca/science](http://www.uregina.ca/science) and [www.chairs.gc.ca](http://www.chairs.gc.ca).

The University of Regina is committed to employment equity and welcomes diversity in the workplace. Applications are encouraged from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

2003

## Sarah Shorten AWARD

### Request for Nominations

The CAUT Status of Women Committee requests nominations for the 2003 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

### Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support (please indicate your willingness to release your letter to the recipient of the award).

### The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

### Nomination deadline:

The nomination deadline for the 2003 Sarah Shorten Award is January 31, 2003, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

### Nominations should be addressed to:

Status of Women Committee  
CAUT, 2675 Queensview Drive  
Ottawa, ON K2B 8K2

## PRIX Sarah-Shorten 2003

### Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 2003.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une pionnière de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante, les candidatures qui seront présentées de nouveau seront acceptées.

### Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui (prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate).

### Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeurs, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en œuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel;
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations écheonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

### Date limite :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 2003 est le 31 janvier 2003, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

### Prière d'adresser les mises en candidature à l'adresse suivante :

Comité du statut de la femme  
ACPPU, 2675, promenade Queensview  
Ottawa (Ontario) K2B 8K2



## OXFORD UNIVERSITY • NEFFIELD COLLEGE • UK Official Fellows in Sociology

Two senior positions in sociology, Nuffield College, Oxford University, invites applications and nominations from accomplished scholars for two tenured positions of Official Fellow in Sociology, comparable in terms of conditions of employment with tenured Research Professorships at other leading universities. Official Fellows are expected to supervise doctoral students, but have no course or lecturing obligations. Nuffield College is a social science graduate institution, within Oxford University, with a strong research tradition of empirically informed and theoretically aware sociology. It is expected that the new appointments will strengthen that contribution to sociology. There is no restriction on substantive field.

Further details from The Warden's Secretary, Nuffield College, Oxford OX1 1NF, UK (e-mail: [sociology.fellowship@nuffield.ox.ac.uk](mailto:sociology.fellowship@nuffield.ox.ac.uk)) or from the website at [www.nuff.ox.ac.uk](http://www.nuff.ox.ac.uk). Applications should be received by September 30, 2002. Nuffield College is committed to the principle of equality of opportunity.

The College exists to promote excellence in social science research and graduate education.

## CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ



# CAREERS CARRIÈRES

## MANAGEMENT INFORMATION SYSTEMS

**UNIVERSITY OF CALGARY** — The Haskayne School of Business, University of Calgary is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill a tenure-track position at the assistant level in Management Information Systems (MIS). Please refer to the University of Calgary website for more information. To see all University of Calgary academic career opportunities, please visit [www.ucalgary.ca/HKcareer](http://www.ucalgary.ca/HKcareer).

## MARKETING

**SAINT MARY'S UNIVERSITY** — The Department of Marketing invites applications for a tenure track appointment at the rank of Assistant Professor. Applicants must have a PhD

completed or near completion. The Department welcomes applications in any area of marketing, although preference may be given to applicants with experience and interest in teaching at least one of retail management, marketing management, advertising management, and marketing strategy. The Frank H. Soper Faculty of Commerce is the largest business school in Atlantic Canada, offering Bachelor of Commerce, MBA, Executive MBA and PhD programs. The Faculty operates a Business Development Centre which provides consulting services to small and medium size businesses. Although best known for the quality of its teaching, the University has a very supportive research environment and seeks candidates who are committed to both research and teaching. Applicants should send an expression of interest, resume, graduate transcripts, names and addresses of three references, and

any other supporting documentation to Harold J. Ogden, Chairperson, Department of Marketing, The Frank H. Soper Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is September 30, 2002, or when the position is filled. Saint Mary's University welcomes applications from women, first nations people, and visible minorities. The advertisement is directed in the first instance to Canadian citizens and landed immigrants. **THE UNIVERSITY OF WESTERN ONTARIO** — The Richard Ivey School of Business, at the University of Western Ontario, is Canada's premier business school, recognized world-wide (Financial Times, Wall Street Journal) for the quality of its management education and research. The School's major activities include a highly regarded MBA program, a small and selective undergraduate program, a well-established doctoral program, as well as an expanding portfolio of programs for managers, including Executive MBA programs in Toronto and at the Hong Kong campus. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. Key honorees of the 2000 AMA/ASHA Foundation Doctoral Consortium. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in Asia. The School supports faculty research dealing with issues of interest and relevance to practicing managers leading to publication in top-quality academic and managerial journals. The Marketing Area Group, consisting of eleven members, has a mix of business-to-business, consumer and legal and engages in interdisciplinary investigation as well as independent enquiry. Excellence in teaching and course development is

highly valued. We are located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. We have Executive MBA facilities situated in Mississauga, just west of Toronto, and in Hong Kong. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. One probationary tenure track position is available in Marketing. The position in Marketing is available to begin in July 2003 although we are open in terms of teaching interests and approaches, a strong commitment to the practice of management is required, as is interest in the case method of teaching. We are interested in people just completing their PhDs who see a good fit with our school and also interested in faculty two to six years post PhD. This position is subject to budget approval. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Mark Vanderboegh, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Deadline for applications is October 31, 2002. Phone: 519-661-4015, Fax: 519-661-3952, e-mail: [m.vanderboegh@uwo.ca](mailto:m.vanderboegh@uwo.ca).

**THE UNIVERSITY OF REGINA** — Assistant Professor Position (Marketing) The Faculty of Administration at the University of Regina is inviting applications for two tenure track positions (one six years post PhD in Marketing, PhD or O.B.A. is required (or near completion)). Candidates should have a research program in place and demonstrate a potential for excellence in scholarly research and teaching. Teaching responsibilities will include both undergraduate and graduate courses. The Faculty offers the Master of Business Administration, Master of Public Administration, and Master of Human Resource Management, in addition to a four year Bachelor of Administration. For details on the institution, please see the website ([www.uregina.ca](http://www.uregina.ca)). Positions may begin January 1, 2003 or July 1, 2003. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Regina is committed to employment equity. Applications will be accepted until the positions are filled. Interested candidates are asked to submit their application and curriculum vitae to the attention of Dean Garret Gower, Faculty of Administration, University of Regina, 3737 Wascana Parkway, Regina, SK, Canada S4S 0A2.

**THE UNIVERSITY OF CALGARY** — The Haskayne School of Business, University of Calgary is seeking qualified candidates with a PhD, and an established research publication record, to fill two tenure-track positions — one full professor and one assistant professor — in marketing. Please refer to the University of Calgary website for more information. To see all University of Calgary academic career opportunities, please visit [www.ucalgary.ca/HKcareer](http://www.ucalgary.ca/HKcareer).

## MATHEMATICAL & STATISTICAL SCIENCES

**THE UNIVERSITY OF ALBERTA** — The Department of Mathematical and Statistical Sciences, University of Alberta invites applications for a Tier 1 Canada Research Chair in Algebra (01-02). The appointment will be at the Full Professor level and will commence on July 1, 2003. Candidates should primarily be algebraists, but individuals whose interests cross number theory or other areas of mathematical physics are also welcome to apply. We are looking for candidates with an outstanding research and leadership record and excellent communication and teaching skills. The successful applicant will join a large and diverse algebra group of faculty and graduate students at the University of Alberta. For more information about the Department and our University, please see our website [www.math.ualberta.ca](http://www.math.ualberta.ca) for information about the Canadian Research Chair program, please to [www.chair.gc.ca](http://www.chair.gc.ca). All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Applicants should include a curriculum vitae, including a list of research and teaching activities. Candidates should arrange for at least three confidential letters of reference to be sent by November 1, 2002 to Anthony T-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## MATHEMATICS

**WILFRID LAURIER UNIVERSITY** — The Department of Mathematics invites applications for a tenure track position at the rank of Assistant Professor to begin July 1, 2003. The successful candidate will support the Department's programs in Financial Mathematics. The Department has recently filled a SHARENET (Shared Hierarchical Academic Research Computing

## UNIVERSITY LIBRARIAN

University of Lethbridge

The Library, as a key academic unit at the University of Lethbridge, provides informational, instructional and research services for nearly 7,000 students and more than 300 full-time faculty members in six faculties and schools — Arts & Science, Education, Fine Arts, Health Sciences, Management, and the School of Graduate Studies. The new 20,000 square metre Library Building houses a collection of 1.3 million items, of which 800,000 are in print.

Reporting to the Vice-President Academic, the University Librarian is a dean, responsible for managing an operating budget of \$3.3 million, overseeing the operations of the Library, promoting its role on campus and collaborating with deans of other academic units and directors of administrative units. The Library participates in a number of collaborative projects with other academic and public libraries in Alberta and across Canada, to ensure excellent services to students, faculty and members of the community.

The successful candidate will have solid academic and research credentials, demonstrated leadership and management abilities, a commitment to professional and academic activities, effective interpersonal and communication skills, and experience in collaborative, long range planning and implementation. An MLS or equivalent degree in Library or Information Science is required. Advanced degrees, especially in Librarianship, are highly desirable.

The University of Lethbridge is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



The University of Lethbridge

Should you want to learn more about this unique leadership opportunity, call Libby Dykowski or Cathy O'Reilly at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Providence Consulting, Suite 202 — 1555 Marine Drive, West Vancouver, BC V7V 1H9. Fax: (604) 913-8356, e-mail [search@providenceconsulting.com](mailto:search@providenceconsulting.com). To apply on line, go to [www.providenceconsulting.com](http://www.providenceconsulting.com). We will communicate with all who express interest.



## Toronto Sunnybrook Regional Cancer Centre

The Toronto Sunnybrook Regional Cancer Centre (TSRCC) is a comprehensive cancer program with activities that span the spectrum of cancer control. TSRCC is a partnership between Cancer Care Ontario and Sunnybrook & Women's College Health Sciences Centre and is a component of both organizations. It is one of the largest comprehensive cancer centres in the country and one of the major programs of Sunnybrook & Women's. The Centre is fully affiliated with the University of Toronto and is active in research and education.

## Director of Research

The cancer research program focuses on cell and molecular biology, clinical epidemiology and health services research, imaging, psychosocial and behavioural research and developmental radiation technology. Faculty within the program currently garner in excess of \$15 million a year in external peer reviewed funding and have been awarded infrastructure and operating grants from Provincial and Federal sources in excess of \$10 million.

The successful candidate will have a track record of scientific excellence, a personal research program of international calibre in cancer research and evident leadership and administrative experience. Responsibilities will include strategic planning, the development of existing research foci, and stewarding the growth of cancer research through competitive provincial resources.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. We have an Employment Equity Program that welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

Please address applications, including e-copies of cv by Tuesday, October 15, 2002, to: Dr. C. Sawka, Chief Executive Officer, Co-Chair Search Committee, Toronto Sunnybrook Regional Cancer Centre, Room T2-025, 2075 Bayview Avenue, Toronto, Ontario, Canada M4N 3M5. Phone: 416-480-4621. Confidential Fax: 416-217-1336.



[www.cancercare.on.ca](http://www.cancercare.on.ca)  
We are an equal opportunity employer.

Cancer Care Ontario's mission is to provide all Ontario residents with timely and equitable access to the highest quality in cancer prevention, early detection, treatment, supportive care, research and education. CCO leads an integrated and coordinated network of partners dedicated exclusively to reducing the burden of cancer in Ontario. Our network includes the Ontario Breast Screening Program, Ontario Cervical Screening Program, the Ontario Cancer Registry, the Ontario Cancer Genetics Network, the New Drug Funding Program, and nine regional cancer centres.



## DIRECTOR Ocean Sciences Centre

Memorial University invites applications for the position of Director of the Ocean Sciences Centre (OSC). The position is for a renewable, three-year term and will be filled at a rank appropriate to the experience of the candidate. The Director reports directly to the Dean of Science.

The Ocean Sciences Centre (<http://www.mun.ca/osc/>), located on Logy Bay 10 km from main campus, is recognized internationally for its cold-ocean research programs in marine biology, marine animal physiology and biochemistry, chemical, biological and fisheries oceanography, fish behaviour and aquaculture. It presently houses the secretariat of the Aquanet, National Centres of Excellence project. The mission of the OSC is to conduct and promote research primarily through the teaching and supervision of graduate students and post-doctoral fellows. The OSC has a core faculty of 9 professors and 47 staff members, with an office staff of three including a full-time, administrative secretary. Forty-five graduate students from various departments presently conduct thesis work at the OSC.

The Director is responsible for the operation and administration of the OSC and its programs, including two laboratory buildings, a new aquaculture building and a coastal research vessel. The Director will provide intellectual leadership and can have a major impact on the future of graduate education in marine science at one of Canada's leading ocean universities. The successful candidate will have demonstrated administrative skills and a record of outstanding research achievement in any one of the focal areas of the OSC. In addition, the successful candidate will be expected to maintain an active research program.

Letters of application, including a statement of how the OSC might evolve under one's Directorship, a curriculum vitae and the names of three referees, should be sent to:

Dr. Don Deibel  
Chair, Director of OSC Search Committee  
c/o Office of the Dean of Science  
Memorial University  
St. John's, Newfoundland, Canada A1B 3X7  
[ddeibel@mun.ca](mailto:ddeibel@mun.ca)

All applications will be treated in confidence. Review of applications will begin on 28 October 2002, and will continue until a suitable candidate has been found. The position will be effective 1 January 2003, or the earliest date thereafter.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

**Network Chair in Financial Mathematics**, and continues to develop this and other areas of modern applied mathematics. Details concerning the Department and its programs may be found at <http://www.math.utoronto.ca/~mathnet>. Applicants should have a PhD, evidence of continuing and superior ability in teaching, and an active program of research with strong potential for future development. Candidates should submit a curriculum vitae, research plan, a list of references, and a list of recent publications, and a teaching dossier, and arrange for three letters of reference to be sent to the Department Chair, Department of Mathematics and Co-ordinator of Financial Mathematics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 2C6, Canada. Applications will be accepted until November 1, 2002, or until the position is filled. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University is an equal opportunity institution and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and

**SIMON FRASER UNIVERSITY** – The Department of Mathematics invites applications for a tenure-track position. The position is open to individuals with a PhD in Mathematics and a rank of Assistant or Associate Professor. We are searching for an individual with an outstanding research record and a strong commitment to carry on a vigorous independent research program, and who will be committed to undergraduate and graduate teaching. The individual should have a strong research record as Scientific Director of IRMACS for 50% of his or her time. We are particularly interested in individuals who will fit well with existing research programs in the Department, and in a trial of managerial experience, and who will provide scientific leadership to IRMACS. The initiative in Interdisciplinary Research in the Complex Systems (IRMACS) Program at SFU-MACS is a multidisciplinary research centre that will house and support a variety of mathematical research groups. For more information, the department's web page can be found at <http://www.math.sfu.ca>. Additional information on IRMACS is available at <http://www.math.sfu.ca/IRMACS>. For consideration, please send your curriculum vitae to: [math@math.sfu.ca](mailto:math@math.sfu.ca). Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified individuals. Minorities and women are encouraged to apply; however, Canadians and permanent residents will be given priority applications, including a curriculum vitae and descriptions of research interests and past teaching activities, should be sent to: IRMACS Search Committee, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V6A 1S6, Canada. Email: [irmacssearch@math.sfu.ca](mailto:irmacssearch@math.sfu.ca). The deadline for applications is September 30, 2002. However, applications received after this date will be considered at the discretion of the search committee. Please include the names of at least three referees whom we can contact for references. We will contact referees with whom we work and experience the suggested referees.

are familiar.

**SIMON FRASER UNIVERSITY:** The Department of Mathematics and the Mathematics of Information Technology and Complex Systems (MICE (MITACS) invite applications for a tenure-track position in the Department of Mathematics in any area of mathematics at the rank of Assistant or Associate Professor. We are searching for an individual with a strong research background and exceptional promise and who will carry on a vigorous independent research program, will be committed to undergraduate and graduate teaching, and will be expected to serve as the Associate Scientific Director of MITACS for 50% of his or her time. We are interested in candidates who will fit well with existing strengths in the department and who will provide scientific leadership to MITACS in the development of interdisciplinary research programs. For more information, please go to <http://www.maths.sfu.ca> or page at <http://www.maths.sfu.ca> contains a more detailed account of the MITACS responsibilities linked to this position. The department is currently at the start of a new year and contains additional information about the department. Simon Fraser University is committed to the principle of equal employment opportunities and offers equal employment opportunities to all qualified applicants. All such candidates are encouraged to apply, however, Canadians and permanent residents of Canada are given priority in applications, including a curriculum vitae and descriptive statements on research plan, teaching activities, should be sent to: MITACS Assistant Director, Department of Mathematics, 8888 University Drive, S1, Simon Fraser University, Burnaby, BC V5A 1S6, Canada. For more information, please contact the deadline for applications is September 15, 2002. However, applications submitted after that date will be considered at the discretion of the department. Please send your application to the names of at least three referees whom you can contact for references indicating with which aspects of your work and expertise you wish to be considered for the position. About MITACS MITACS is one of 22 federally funded Canadian Networks of Centres of Excellence. The 230 research networks are organized into 10 research projects in collaboration with 75 organizations. More than 400 students and other trainees work directly with scientists and

**THE UNIVERSITY OF WATERLOO**—The Faculty of Mathematics is seeking outstanding candidates for its Distinguished Research Chairs. The Faculty expects to fill ten chairs between now and 2005. Information about the Research Chair Program can be found at <http://www.chairs.gc.ca>. The Faculty of Mathematics conducts leading research in numerous areas including algebraic geometry, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty's web site (<http://www.math.uwaterloo.ca/faculty/index.html>) and potential candidates in any area in which the Faculty has strengths will be available on our website. Successful candidates must have a curriculum vitae, a statement of teaching and research objectives and a list of references. Applications should be sent to the Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 2G1. Review applications will begin when received, and will continue until all positions have been filled. The University of Waterloo is an equal opportunity institution with full participation from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

**THE UNIVERSITY OF WATERLOO**—The Department of Pure Mathematics invites applications for an anticipated tenure-track position starting July 1, 2003. The Department is interested in candidates with research interests in algebra, number theory, geometry or topology. In order to be considered a full-time position, the applicant must have completed the degree prior to the beginning of the appointment. Postdoctoral experience is preferred but not required. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for applications is January 15, 2002. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. All qualified candidates are encouraged to apply, however, and applications from women and persons with disabilities are encouraged to apply. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

Chairs, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1. The appointments Web page is at <http://www.math.uwaterloo.ca/~apostol/>.

**THE UNIVERSITY OF WATERLOO** – The Department of Pure Mathematics invites applications for a full-time position in the Department (approximately) starting July 1, 2003. The Department is seeking candidates with research interests in the area of algebraic number theory. A PhD in mathematics is considered a candidate must either have a PhD or expect to complete the degree prior to the start of the appointment. The successful candidate will be expected to teach and supervise graduate students. An experience is preferred but not required. The appointment will be offered only to someone with very strong research and teaching qualifications. For consideration, please send a letter and curriculum vitae to the Department by November 15, 2002. Applicants should submit their curriculum vitae, together with the names and addresses of three referees, to the Department of Pure Mathematics, University of Waterloo, 200 Wellington Street West, Waterloo, Ontario, Canada N2L 2G1. Please do not send original letters for referees to be sent directly from the referees. All qualified candidates will be contacted. The successful candidate will be offered a position with tenure, health care, and permanent residence will be guaranteed. The University of Waterloo encourages applications from all qualified individuals, irrespective of race, gender, age, sexual orientation, or physical and mental disabilities. This appointment is subject to the availability of funds. For more information, contact the Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1. The department telephone number is 519-885-1211, ext. 3670. E-mail: [apostol@math.uwaterloo.ca](mailto:apostol@math.uwaterloo.ca). Dept. Web page: <http://www.math.uwaterloo.ca/~apostol/>.

## MATHEMATICS & STATISTICS

**CONCORDIA UNIVERSITY**—The Faculty of Arts & Science has one tenure-track position available in Statistics. The successful candidate will be expected to teach and supervise graduate students in this area or visit us on the Web at <http://www.concordia.ca/facultyofartsandscience/concordia.ca/facultyofartsandscience>.  
**McGILL UNIVERSITY**—The Department of Mathematics and Statistics expects to fill a tenure-track position in an area of Mathematics with a focus on Combinatorics. The successful candidate will be expected to teach and supervise graduate students in Discrete Mathematics, Computational Algebra, Probability or Logic. Candidates should have a broad interest in applications, particularly in an algorithmic nature. While the appointment is for a full-time position, the successful candidate will be expected to teach one course per semester. A Professor, the Department will consider applicants for a senior position. Applicants should have a strong training in Mathematics and should have a doctoral degree by the time of appointment. They may also have a Ph.D. and demonstrated the capacity for independent research of excellent quality. Besides research achievements and teaching credentials, the selection criteria include the potential to develop and teach Mathematics courses to students in the School of Engineering and Program Applications with a curriculum vitae, a list of publications, and a letter of recommendation.

research outline, an account of teaching experience, a statement on teaching and the sciences, phone numbers and e-mail addresses of at least four references (with one addressing the teaching experience) should be sent to Professor J. Labute, Associate Chair, Department of Mathematical Sciences, University of Regina, 400 Sherbrook Street West, Montreal, Quebec, Canada H6S 2K6. E-mail: labute@mth.uregina.ca. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates must also submit three copies of up to 3 selected reports or preprints with their applications. To ensure full consideration, applications must be received by November 30, 2002. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens. Letters of recommendation will be required. However, all outstanding candidates will be considered. McGill University is committed to equity in employment.

MODERN EUROPEAN THOUGHT  
& CULTURE

**SIMON FRASER UNIVERSITY** — The Humanities Department seeks candidates for a tenure track Assistant Professor position in Modern European Thought and Culture. The successful candidate will have interdisciplinary expertise

of the literature, philosophy, politics and culture of modern Europe with corresponding research background. The successful candidate will be expected to budgetary approval. The Humanities Department is an interdisciplinary department focused on the study of the last three main periods of European thought (ancient, medieval, and modern) with some courses on Asian thought. The preferred candidate would be able to teach expository courses in the history of European thought (ancient, medieval, and modern) and propose one or more new courses. The ability to teach pre-19th century as well as contemporary subjects is an asset. Applicants should submit a curriculum vitae, a list of references and a statement of interest and the names of three references by October 1, 2002, closing date to: Dr. Stephen Duguid, Chair, Department of Humanities, Simon Fraser University, 80-118 Ave. W., V6S 1A6. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is an equal opportunity employer and offers equal employment opportunities to qualified applicants.

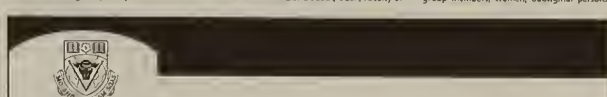
and in performance to fill the  
Chair in Piano Performance. I

frations, the appointment will be at the rank of full or associate professor with tenure. The appointment will begin in July, 2003. The holder of the Edward J. Kane Chair in Music Studies at the University of Toronto, in addition to teaching and coaching duties, will oversee the further development of this area. During the next three years the faculty anticipates the appointment of two additional postnates in piano. These appointments will take the form of a three-year program in collaborative piano. The Faculty of Music is an academic division of Canada's largest research university in the cultural/rich and diverse city of Toronto. It offers a wide range of programs in music, including composition, music education, musicology/ethnomusicology, theory, and performance. There are 575 students, 450 undergraduate and 125 graduate students. Of this number, approximately 300 undertake the Bachelor of Music program. The faculty is well represented in performance programs. Applicants should send a letter of interest, a current cv, and recordings to David Beach, Dean, Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 1A5. Applicants should also send three unrecorded live letters of reference directly to David Beach. Review of applications will begin in January 2003.

cations will begin November 1, 2002 and will continue until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**THE UNIVERSITY OF TORONTO** — The Faculty of Music, University of Toronto, seeks a scholar to complement the existing expertise of our musicology faculty. Preference will be given to the fields of ethnomusicology and twentieth-century art music. We seek an individual with a promising research profile and teaching experience. This tenure-stream appointment will be at the rank of Assistant Professor and candidates must have a completed PhD. The appointment begins July 1, 2003. Applicants should send a current c.v. and arrange to have three letters of reference sent to David Beach, Dean, Faculty of

Music, University of Toronto, 80 Queen's Park Crescent, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address potential as a publishing scholar and provide evidence of successful teaching. To ensure full consideration, materials must be received by October 15, 2002. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons



## UNIVERSITY OF

CALGARY  
THE DEPARTMENT OF BIOLOGICAL SCIENCES  
TWO POSITIONS AVAILABLE

**POPULATION BIOLOGIST**

**The Department of Biological Sciences** invites applications for a tenure-track position at the Assistant Professor rank in the field of Population Biology. This position is open to all population biologists with a strong research record for developing and applying fundamental concepts, especially individuals who have expertise with plants, evolutionary ecology and/or conservation biology. We are particularly interested in individuals engaged in process-oriented research who use theoretical and/or empirical approaches (preferably both). The successful candidate is expected to establish an independent research program, and will participate in teaching at the undergraduate and graduate levels. Potential applicants are invited to visit the Web site of the Department ([www.ucalgary.ca/SC/BIO/](http://www.ucalgary.ca/SC/BIO/)).

## EUKARYOTIC GENETICIST

**The Department of Biological Sciences** invites applications for a tenure-track faculty position at the Assistant or Associate Professor level. The position is available January 1, 2003. Applicants should have a strong background in the use of genetic approaches to study model eukaryotic organisms. Applicants must have a PhD and at least two years' post-doctoral experience and a record of quality research. The successful candidate is expected to establish an active externally-funded research program and will participate in the teaching of genetics at the introductory and advanced levels. The successful candidate will also be eligible for an establishment grant from the Alberta Heritage Foundation for Medical Research. Potential applicants are invited to visit the Web site of the Department ([www.ucalgary.ca/SCB10/](http://www.ucalgary.ca/SCB10/)).

Calgary is a dynamic city (pop. over 900,000), with a lively cultural life and many recreational opportunities. It is located only an hour from the Rocky Mountains and 80 minutes from Banff.

A complete application should include a curriculum vitae with e-mail address, a concise outline of research plans including copies of up to five publications, and a statement of teaching interests and philosophy. Candidates should arrange to have three letters of reference sent under separate cover. The deadline for receipt of a complete application package is **October 15, 2002**. Send to **Dr. David M. Reid**, Head, Department of Biological Sciences, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4. FAX: (403) 289-9311.

*All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.*

*The University of Calgary respects, appreciates and encourages diversity*

To see all our academic career opportunities, please visit [www.ucalgary.ca/hr/career](http://www.ucalgary.ca/hr/career)

[www.ucalgary.ca](http://www.ucalgary.ca)

The University of British Columbia Library

The University of British Columbia invites applications and nominations for the new position of Assistant University Librarian Arts, Humanities & Social Sciences and for Head of the Education Library.

UBC is one of Canada's leading teaching and research institutions. Established in 1908, it is a publicly supported, medical doctoral university comprising twelve faculties, nine schools, and thirty-eight centres and institutes. The University has achieved Canada's best research grant record in the arts, humanities and social sciences. The second largest research library in Canada with a collection of more than 10 million items, a staff of approximately 350 FTE and an annual budget of \$30M. The University of British Columbia Library includes ten campus and four off-campus locations, each supporting teaching and research across disciplines. For further information, please visit: [www.library.ubc.ca](http://www.library.ubc.ca).

Assistant University Librarian -  
Arts, Humanities & Social Sciences

Reporting to the University Librarian, the Assistant University Librarian is responsible for providing leadership in developing collections services and programs for the Koerner Library (including Borrower Services, Humanities and Social Sciences Division), Music Library, Fine Arts Division, Asian Library and the Map Library in the context of the Library's and University's strategic planning documents. The AUL participates as a member of the University Library's Administrative Group. Candidates will have at least seven years' successful experience in progressively more responsible management positions in a large library, and knowledge of and experience in the full spectrum of branch library responsibilities. Demonstrated commitment to responsive and innovative service is essential, as are adaptability and the ability to identify and lead change initiatives. A degree from an ALA-accredited program in Library and Information Studies is required, in addition to an undergraduate degree in a discipline relevant to the portfolio. A second graduate degree in arts, humanities or social sciences would be highly desirable.

Janet Wright & Associates Inc.

## Head of the Education Library

Reporting to the Assistant University Librarian for Public Services, the Head of the Education Library is responsible for providing leadership in developing facilities, collections and programs including organization, administration, and operation of service within the context of a changing environment. The Head assists in the management of the UBC Library by participating as a member of the University Librarian's Advisory Council and other library and faculty committees as required. The Head of the Education Library works closely with other senior library administrators. Including the heads of other branches and divisions, as well as with the Dean of the Faculty, the Assistant Dean, and other administrators within the Faculty. A degree from an ALA-accredited program in Library and Information Studies is required; an academic background in education is highly desirable.

For both positions, a strong service orientation, excellent communications skills, and an open, consultative, yet decisive management style are required. Consideration of candidates will begin in early September 2002. Please respond in confidence to the address shown below.

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 300, Toronto, Ontario M5R 2J9  
Fax: 416-923-8311 E-mail: [resumes@jwasearch.com](mailto:resumes@jwasearch.com)



**BRANDON UNIVERSITY** is a leader in providing high quality education to over 3,000 full and part-time students in arts, sciences, education, music and health studies. Based in southwest Wisconsin, we offer a variety of undergraduate, master's, preprofessional and Masters programs, as well as innovative and award winning outreach programs in a personalized learning environment. The School of Music, Brandon University invites applications for a full-time, tenure-track position in the Department of Music. Evidence of a substantial and successful performing career and of studio teaching at a high level is required. A completed or nearly completed doctorate is preferred. Rank and Salary commensurate with qualifications. For consideration, send your curriculum vitae and a letter of interest to the Department of Music, Brandon University, 1000 University Avenue, Brandon, WI 54601. Applications will be accepted until the position is filled. Start Date: August 1, 2003. Send letters of application to:

**DALHOUSIE UNIVERSITY**—Applications are invited for a tenure track appointment in *Musology* at the *Lecturer/Assistant Professor* level effective July 1, 2003. The position is subject to budgetary approval. Candidates will have a PhD or PhD in hand in *musiology*, possess appropriate teaching experience, and have demonstrated excellence in research, particularly in the area of popular musical culture. Teaching duties in Dalhousie's undergraduate music program will include popular musical culture, as well as historical surveys, and upper-level history courses. Interest in one or more of opera history, per-

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND**  
— Position, Tenure-track appointment at the rank of Assistant Professor, subject to budgetary approval. Duties: The successful candidate will be responsible for an active voice studio in a program that has produced some of Canada's finest musicians. Teaching responsibilities will include applied voice for graduate and

begin receiving applications on 15 October 2002. All qualified candidates are encouraged to apply, however, Canadians citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor

**OALHOUSIE UNIVERSITY** — Applications are invited for a full-time probationary tenure track position in the School of Nursing in the area of Primary Health Care commencing August 1, 2003. The Oalhoisie University School of Nursing is part of the Faculty of Health Professions whose mission is to show leadership in diverse and critical scholarship, education and

# CAREERS CARRIÈRES

University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racially visible persons and women. This position is subject to budgetary approval. Application Deadline: February 28, 2003.

**DALHOUSIE UNIVERSITY** - Applications are invited for a full-time probationary tenure track position in the School of Nursing in the area of Adult Nursing community and clinical. The School of Nursing offers programs leading to a Bachelor of Science in Nursing for both basic and post-diploma students, and Primary Health Care Nurse Practitioner Programs in primary health and specialty care. In addition, the School of Nursing, in collaboration with Atlantic College/Nova Scotia, offers a Bachelor of Science in Nursing (Adult Nursing). Our Master of Nursing Program offers thesis, non-thesis, and specialty nurse practitioner options. A joint graduate program in Nursing/Health Services Administration is offered collaboratively with the School of Health Services Administration. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. The successful candidate's primary responsibilities include teaching undergraduate and/or graduate level courses, developing a program of on-going research, and participating on master thesis committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The opportunity to negotiate a joint appointment with an appropriate health care agency is also available. Requirements for this position are a master's degree, and a doctoral degree (or a doctoral degree in progress), one of the following degrees must be in nursing; recent practice experience; teaching effectiveness; an active or developing research and publication program; eligibility for registration with the College of Registered Nurses of Nova Scotia; and the ability to work collaboratively. Experience with diverse research methodologies, and in the use of a variety of chronic and/or acute care, and distance education are assets. Halifax is a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theater, festivals, ocean beaches, hiking, camping, and while waiting. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, a copy of their current provincial nursing association registration and the name, address and phone number of three referees. Jo Paquette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax: (902) 494-3887, e-mail: paul.dunn@dal.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racially visible persons and women. This position is subject to budgetary approval. Application Deadline: Applications will be considered starting August 1, 2002, and will continue until position is filled.

## ONCOLOGY

**MCGILL UNIVERSITY** - The Department of Oncology invites applications for a tenure-track position at the Associate or Full Professor level in the field of medical oncology to join the Montreal Centre for Experimental Therapeutics in Cancer. Candidates should have an M.D. and/or Ph.D., a proven track record as a clinician-scientist and will be expected to have a research program and to obtain both operating and salary support from competitive sources. A generous start-up package will be made available to the right candidate. The deadline for receipt of all application materials is October 18, 2002. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications should include a letter of application, a curriculum vitae and three letters of references and are to be sent to: Mrs. Fran Ezy-Jorgensen, Administrative Officer, Oncology Department, McGill University, 566 Pine Avenue West, Montreal, Quebec H3W 1V5, Tel: (514) 398-8452, Fax: (514) 398-5111; E-mail: fran.ezy-jorgensen@mcgill.ca

## OPTOMETRY

**THE UNIVERSITY OF WATERLOO** - Applications are being accepted for a probationary (tenure track) position at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research related to the molecular biology/physiology of the eye and visual system and to instruct in the School's professional graduate and/or clinical programmes. This appointment is linked to a newly created NSERC Industrial Chair in in vitro ophthalmic technology with Bosch & Lomb as the industrial partner. The successful candidate will be encouraged to interact with this program of research. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by December 13, 2002 to Dr. William Boeb, Director, School of Optometry, University of Waterloo, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** - Applications are being accepted for a full-time, three-year definite term tenure at the School of Optometry, University of Waterloo. Applicants must be eligible for optometric licensure in Ontario. Preference will be given to applicants who have advanced optometric qualifications and strong connections to the profession within Canada. The successful candidate will play a key role in developing student internship placements in Canada, assisting in the School's fundraising efforts relying on higher strong relationships within the profession and industry as well as directly involving Applicants must be able to take up the position no later than August 1, 2003. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference

should be sent by December 13, 2002 to Dr. William Boeb, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

## ORGANIZATIONAL BEHAVIOUR

**THE UNIVERSITY OF WESTERN ONTARIO** - The Richard Ivey School of Business, Faculty Position, Women in Management & Organizational Behaviour. The Richard Ivey School of Business is recognized world-wide for the quality of its management education. The School's major activities include a highly regarded MBA program, a selective undergraduate program, a well established doctoral program active in most major areas of management, as well as executive education programs for managers, including an expanding Executive MBA program. The School is internationally renowned in terms of curricula, research, faculty, and student experiences. The School generally supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. As part of the School's recruiting campaign, approximately a dozen faculty with research interests in Organizations and Strategic Management have joined the faculty in the past few years. Recent faculty recruits include graduates of MIT, Carnegie-Mellon, Harvard, Northwestern, SUNY-Buffalo, Pennsylvania State, and U.N.C.-Chapel Hill. The School is located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. Our Executive MBA facilities are located in Mississauga, Toronto and Hong Kong Road, and air and train links to major Canadian and U.S. cities are excellent. The School is part of a large University community with approximately 35,000 full-time students. The School seeks candidates for one probationary (tenure track) position at the level of Associate in the area of Organizational Behaviour. Applicants with especially strong research and teaching records will be considered for a tenure/Associate Professor or Full Professor position. It is anticipated that the appointee may be appointed to the Conus Entertainment Chair in Women in Management. The successful candidate must have a distinguished record of research in management, specializing in gender and diversity. This position is available to begin in July 2003 or possibly sooner. Due to the School's significant presence in executive programs, tenure/track faculty members are expected to teach in programs for senior managers. This position is subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Mich. Rothstein, Organizational Behaviour Area Coordinator, the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by November 30, 2002. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Phone: 519-661-3258, Fax: 519-661-3555, E-mail: mrothstein@veyuwo.ca

School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by November 30, 2002. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Phone: 519-661-3258, Fax: 519-661-3555, E-mail: mrothstein@veyuwo.ca

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course development is highly valued. The faculty is dedicated to the creation of new knowledge and understanding for the benefit of society. Today's fundamental breakthroughs create the future and we are determined to continue our leading role in the advancement of science. Therefore we extend an invitation to outstanding scientists to join our stimulating community of teachers/researchers.

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**McGill**

## Positions in the Faculty of Science

The Faculty of Science at McGill University is dedicated to the creation of new knowledge and understanding for the benefit of society. Today's fundamental breakthroughs create the future and we are determined to continue our leading role in the advancement of science. Therefore we extend an invitation to outstanding scientists to join our stimulating community of teachers/researchers.

Building on our strengths, we have been hiring new faculty in almost every unit in the Faculty of Science and we expect this to continue into the foreseeable future. Faculty positions at all levels are being created through internal funding, through the Province of Quebec's Programme stratégique de professeurs-chercheurs, through the Government of Canada's Canada Research Chairs program, the Natural Sciences and Engineering Research Council of Canada's University Faculty Award program, and other programs.

The Faculty addresses major areas of intellectual interest including but not limited to the Environment, Information Sciences, Life Sciences, and Materials Science, in addition to traditional core areas. The Departments in the Faculty are:

Atmospheric & Oceanic Sciences  
Biology  
Chemistry  
School of Computer Science  
Earth & Planetary Sciences  
Geography  
Mathematics & Statistics  
Physics  
Psychology  
Redpath Museum

We invite applications from interested candidates with proven records of achievement for these positions. In general, all fields of research in each discipline are welcome. Detailed information on available positions can be obtained on departmental web pages accessible through [www.mcgill.ca/science](http://www.mcgill.ca/science)

Complete applications must contain a full curriculum vitae, separate teaching and research proposals, and three confidential letters of recommendation sent under separate cover by the candidate's referees upon the request of the candidate. Applications should be sent to the Chair of the relevant Department(s) at the address on the web site.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)



**McGill**

## Faculty Positions in Bioinformatics Faculty of Science

The Faculty of Science is currently seeking three new tenure track appointments with expertise in Bioinformatics. One will be in the School of Computer Science, one will be in the Department of Biology, and the department of the third position is yet to be determined. Four positions in other Faculties are also being recruited. The appointees will also be members of the newly formed McGill Centre for Bioinformatics. The Centre presently has approximately 10 members from the Faculties of Agricultural and Environmental Sciences, Medicine, and Science. The members are involved in large scale projects that include (but are not limited to) areas such as genomics, functional genomics, proteomics, protein-protein interaction, structural biology, clinical informatics, phylogeny, genome evolution, and cellular simulation.

The Faculty of Science is a prominent partner in this significant expansion of Bioinformatics at McGill University. In addition to the School of Computer Science and the Department of Biology, the Departments of Chemistry, Mathematics and Statistics, and Psychology are also interested in making an appointment in bioinformatics related to their disciplines. The Faculty seeks candidates with interests in: data analysis, functional genomics and proteomics systems, databases/mining, integrative and systems biology, algorithms and machine learning, neuroscience and imaging, phylogenetic combinatorics, biochemia/regulatory network analysis, stochastic modelling, statistical genetics, gene transcription, genetic epidemiology, structure/spectroscopy relationships, quantum computing and artificial intelligence/instrument interfacing.

[www.mcgill.ca](http://www.mcgill.ca)

McGill University has a large and dynamic research community both in the life sciences and in computer-related fields. There are major new Genomics, Proteomics, Information Technologies and Life Sciences buildings under construction on the campus, and a dynamic faculty hiring program is underway in all areas. New faculty may also benefit from McGill's world-class medical school and biomedical research programs. McGill has several major universities and research institutes, a large student population, a burgeoning pharmaceutical industry, and is renowned for its quality of life.

This is a unique opportunity to participate in major Bioinformatics initiatives in an academic context and to initiate new areas of integrative research in a highly collaborative environment.

Candidates should forward their CV together with a summary of their research plans and a statement of their teaching interests, names and addresses of at least three referees, and should arrange for at least three letters of reference to be sent directly to:

Robyn Wilshire  
Director of Administration  
Faculty of Science  
Dawson Hall, McGill University  
853 Sherbrooke Street West  
Montreal, Quebec, H3A 2T6, Canada

Review of applications will begin 1 November 2002, and continue until the positions are filled. Suitable candidates may be nominated for Canada Research Chairs, and will be supported by generous start-up packages.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.



## Assistant Professor CONDENSED MATTER PHYSICS

Applications are invited for a tenure-track position at the Assistant Professor level. The preferred starting date is 1 July 2003. The appointee will be an outstanding young scientist who will establish an excellent research program in experimental condensed matter physics, and who will also be expected to provide first-rate instruction in the Physics Department, to be active in graduate student supervision, and to participate in administrative duties. Preference will be given to candidates working on fundamental aspects of novel materials or nanoscale structures, with the emphasis on electronic and/or optical properties, and whose research complements existing areas in the Department. The salary offered will be commensurate with qualifications and experience.

The Department has strong research groups working in several areas of Condensed Matter Physics, including: nanophysics and surface science; semi-conducting polymers and polymer device physics; quantum transport and mesoscopic physics; phase transitions; materials physics; and several areas of condensed matter theory. The work of the Engineering Physics research group also includes the development of new materials and their applications. Other research in the Department includes astronomy and astrophysics, and neutrino physics at the Sudbury Neutrino Observatory. Additional information about the Department and University is available at: <http://www.physics.queensu.ca/>.

Candidates should also be aware of the opportunities provided by the Canada Research Chair program, established by the government of Canada to enable Canadian universities to foster world-class research excellence. An appropriate appointee will be nominated by the Department for a Tier II Canada Research Chair. Further information about the CRC program is available at <http://www.chairs.gc.ca/>.

Canadian citizens and permanent residents will be considered first for this position. However, applications from non-Canadians are encouraged. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of recommendation sent to: Dr. David A. Hanes, Head, Department of Physics, Queen's University, Kingston, Ontario Canada K7L 3N6, Tel: (613) 533-2706, Fax (613) 533-6967. Review of applications will begin on 31 October 2002 and continue until the position is filled.



Bana Qabbani  
Undergraduate student,  
Major in Journalism / Minor in Political Science

## Concordia University's Faculty of Arts and Science A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 125 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 75 professors over the next three years, including up to 30 for the 2003-04 academic year. We invite you to join our dynamic Faculty.

### APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to four tenure-track positions, one each in the fields of Applied Life Span Development, Group Processes, Leisure Sciences and Therapeutic Recreation. The successful candidates will be expected to develop and teach courses, maintain a research profile in their field and become involved in relevant profit and/or non-profit organizations. Applicants must have a doctorate degree in a relevant discipline. French proficiency is an asset. For a more detailed description of each position, please visit our web site (<http://artsandscience.concordia.ca/internet/jobs.cfm>).

**Dr. Randy Swedburg**  
Chair, Department of Applied  
Human Sciences  
[swed@vax2.concordia.ca](mailto:swed@vax2.concordia.ca)

### BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Genomics, at either the Assistant or Associate Professor level. Appointment at the Associate Professor level may include tenure on appointment. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to have or develop an externally funded research program using genomic approaches to study fundamental and/or applied problems in biology, and will teach at the undergraduate and/or graduate levels. The candidate will join a complement of about a dozen faculty members with research interests in molecular and systems biology, and will have access to the resources of Concordia's Center for Structural and Functional Genomics. If the appointment is made at the Associate level, the individual will be expected to direct the new Diploma Program in Biotechnology, which is anticipated to open in September, 2003.

**Dr. Claire Cupples**  
Chair, Department of Biology  
[biocair@alcor.concordia.ca](mailto:biocair@alcor.concordia.ca)

### CLASSICS/ARCHAEOLOGY

Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Classical Archaeology (research field open). The ideal candidate must have a PhD and a demonstrated commitment to research, as well as excellence in teaching. The ability to teach courses in ancient Greek and Latin is an asset.

**Dr. Catherine Vallejo**  
Chair, Dept. of Classics, Modern Languages  
and Linguistics  
[vallejo@alcor.concordia.ca](mailto:vallejo@alcor.concordia.ca)

### COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two tenure-track positions, one in the field of Multimedia Theory and Practice and the other in the field of Political Economy, Culture and Communication. Applicants should have a terminal degree (PhD or MFA) in Communication Studies or a cognate

discipline. Applicants should also have related teaching experience and the ability to build and maintain a high quality creative and/or research program. Candidates for the position in Multimedia Theory and Practice will be expected to teach in creative laboratory and seminar courses. Candidates for the position in Political Economy, Culture and Communication will be expected to teach in lecture and seminar courses. Both positions require candidates to supervise students at the undergraduate and graduate levels.

**Dr. Lorna Roth**  
Chair, Department of Communication Studies  
[lroth@sympatico.ca](mailto:lroth@sympatico.ca)

### ECONOMICS

Our Department of Economics invites applications for up to two tenure-track positions. While all fields will be considered, we have a special interest in candidates who specialize in microeconomics (including Labor, International Economics, Industrial Organization) or in applied econometrics. Candidates should have a completed, or near completed, PhD. They will be expected to teach at the undergraduate and graduate levels and be committed to research.

**Dr. William A. Sims**  
Chair, Department of Economics  
[sims@vax2.concordia.ca](mailto:sims@vax2.concordia.ca)

### EDUCATION

Our Department of Education invites applications for up to three tenure-track positions, one each in the fields of Educational Technology, Early Childhood Education and Applied Linguistics. For the position in Educational Technology, candidates must be able to teach in the field of human performance technology, which deals with organizational design, goal setting, needs analysis, job analysis, instructional design, training development, evaluation and related human resource issues. For the position in Early Childhood Education, teaching and research areas include child development, language arts and social policy for education and daycare. For the position in Applied Linguistics, the focus is on second language teaching and learning, including English grammar and phonology, and new technologies in language teaching. Applicants for each of these positions should have a PhD. A knowledge of French would be an asset.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
[jacobs@vax2.concordia.ca](mailto:jacobs@vax2.concordia.ca)

### ENGLISH

Our Department of English invites applications for one tenure-track position in Canadian Literature. Applicants should have a completed or nearly-completed PhD, as well as prior teaching experience. Strength in a secondary area outside Canadian Literature is a desirable asset. The successful candidate will teach at the undergraduate and graduate levels and will supervise graduate theses. We also expect an active and productive commitment to scholarship. Candidates should include a writing sample along with

their applications.

**Prof. Terence Byrnes**  
Chair, Department of English  
[byrnes@alcor.concordia.ca](mailto:byrnes@alcor.concordia.ca)

### ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à un poste, orienté vers la traduction-traductique, au rang de professeur-e adjoint-e, et menant à la permanence. Les qualifications recherchées sont un doctorat en traduction et/ou avec spécialité en traductique ou en terminologie, habileté à enseigner des matières connexes, principalement la traduction générale, et intérêt démontré pour la localisation. Une bonne connaissance du milieu professionnel est requise.

**Madame Lucie Lequin**  
Directrice du département  
d'études françaises  
[lequin@vax2.concordia.ca](mailto:lequin@vax2.concordia.ca)

### EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two tenure-track positions, one in the field of Athletic Therapy and the other in the field of Clinical Exercise Physiology. For the Athletic Therapy position, applicants must be certified by the Canadian Athletic Therapists Association or the National Athletic Trainers Association. Primary teaching responsibilities will require specialization in the areas of Sport Injury Assessment and Rehabilitation, Therapeutic Modalities and Emergency Care Procedures. For the position in Clinical Exercise

Physiology, primary teaching responsibilities require specialization in the areas of Human Physiology, Physiology of Exercise, Pathophysiology, Physical Activity and Aging, and Pediatric Exercise Physiology. Candidates with a background in muscle biochemistry are preferred. Applicants for both positions must have a relevant degree, preferably a PhD. Candidates will be required to establish a strong research profile, including publications, and obtain external funding.

**Dr. William R. Sellers**  
Chair, Department of Exercise Science  
[bsell@vax2.concordia.ca](mailto:bsell@vax2.concordia.ca)

### HISTORY

Our Department of History invites applications for up to two tenure-track positions, one in the field of African History, the other in the field of Nineteenth/Twentieth Century Eastern Europe History. Applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.

**Dr. Ronald Rudin**  
Chair, Department of History  
[rudin@vax2.concordia.ca](mailto:rudin@vax2.concordia.ca)

### JOURNALISM

Our Department of Journalism invites applications for one tenure-track position for a candidate who can teach Computer-Assisted Journalism (including computer-assisted reporting, on-line magazine publishing, and desktop publishing). Duties will include teaching in at least two of these areas at both

the graduate and undergraduate levels, and supervising two computer labs. The ideal candidate will have a PhD and at least five years of professional experience as a journalist. University teaching experience and a strong research or professional portfolio are essential, as is a working knowledge of French.

**Dr. Enn Raudsepp**  
Director, Department of Journalism  
[raudhen@vax2.concordia.ca](mailto:raudhen@vax2.concordia.ca)

### LIBERAL ARTS COLLEGE

Our Liberal Arts College invites applications for up to two tenure-track positions for its multi-disciplinary Great Books core curriculum. For the first position, we are looking for someone with a PhD in History, preferably with specialized competence in 19th and 20th Century European Intellectual History. For the second position, we are looking for someone with a PhD in Comparative or English Literature, or Classics, preferably with specialized competence in Ancient and Medieval Literature. The successful candidates will teach Western Civilization seminars and preferably have acquired competence to teach a traditional art history or music survey, running across Antiquity to the present. Our first preference is for candidates who have achieved the rank of Associate Professor. Applicants must have experience in, and a commitment to, the Liberal Arts College's vision of education. A record of publication is required.

**Prof. Harvey Shulman**  
Principal, Liberal Arts College  
[shulhar@vax2.concordia.ca](mailto:shulhar@vax2.concordia.ca)

### MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for one tenure-track position in Statistics. Applicants should have a PhD in Statistics and demonstrated interest in teaching and research at both the undergraduate and graduate levels. Strong candidates in any area of Statistics are encouraged to apply; however, preference will be given to candidates with post doctoral experience and strong research in the areas of Computational Statistics, Multivariate Analysis, Survival Analysis, Time Series Analysis, Bio-Statistics, Finance or Data Mining.

**Dr. Hershky Kisilevsky**  
Chair, Department of Mathematics  
and Statistics  
[chair@mathstat.concordia.ca](mailto:chair@mathstat.concordia.ca)

### PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position for a candidate specializing in Ethics. Applicants should have a PhD, an active research program and prior teaching experience. Competence in Early Modern Philosophy is an asset. The ideal candidate will teach at the undergraduate and graduate levels and will be expected to supervise graduate theses.

**Dr. Andrew Wayne**  
Chair, Department of Philosophy  
[awayne@alcor.concordia.ca](mailto:awayne@alcor.concordia.ca)

## POLITICAL SCIENCE

Our Department of Political Science invites applications for up to four tenure-track positions. Two positions are in the field of Comparative Politics, for which the candidates must show a demonstrated knowledge of theoretical debates in the sub-discipline and must have a focus on one of the following regions: Latin America, Sub-Saharan Africa, the Middle East or China. One position is in the area of American Politics with a focus on political institutions and political behaviour. One position is in the area of Canadian Politics, with a specialization in the areas of institutions and legislatures. Additional interest in areas related to Canadian political culture would be an asset. Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.

**Dr. Reeta Chowdhari Tremblay**  
Chair, Department of Political Science  
reeta@vax2.concordia.ca

## PSYCHOLOGY

Our Department of Psychology invites applications for one tenure-track position in the area of clinical psychology. Special consideration will be given to candidates with research interests in psychopathology, developmental psychopathology across the lifespan, health, prevention, program evaluation, personality, or the family, or whose research will add to either of our two associated research centres - the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applicants must have a PhD, preferably from an APA- or CPA-accredited clinical program. Post-doctoral training and teaching experience are desirable. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA- and APA- accredited doctoral program in clinical psychology.

**Dr. June Chaikelson**  
Chair, Department of Psychology  
chaikel@vax2.concordia.ca

## SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to

two positions in Sociology, one in economic globalization and one in social inclusion/exclusion. We are particularly interested in researchers with skills in advanced methodologies and the analysis of large data bases. This is a joint department: anthropologists may also apply. Applicants must have a PhD. A working knowledge of French is an asset.

**Dr. Anthony Synnatt**  
Chair, Department of Sociology  
and Anthropology  
synnatt@vax2.concordia.ca

## SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in the area of Twentieth and/or Nineteenth Century Spanish Peninsular literature and culture. Applicants must hold a PhD and have a demonstrated commitment to research. Excellence in teaching and native or near-native fluency in Spanish and English are required. Our program is wide-ranging, incorporating innovative pedagogic and curricular approaches. Preference will be given to candidates with a demonstrated interest in one or more of the following Hispanic studies fields: cultural studies, critical theory, film studies, pedagogy or computer-assisted language learning.

**Dr. Catherine Vallejo**  
Chair, Dept. of Classics, Modern Languages  
and Linguistics  
vallejo@alcar.concordia.ca

## THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in the area of Systematic Theology. Applicants must have a completed or very nearly completed PhD and should have prior teaching experience and a record of scholarly publications. The ideal candidate will be expected to teach at both the undergraduate and graduate levels. Our Department emphasizes interfaith dialogue and promotes studies in religious pluralism and the interface between theology and culture.

**Dr. Pamela Bright**  
Chair, Department of Theological Studies  
brightp@alcar.concordia.ca



Maude Bellenguez-Lavin  
Undergraduate student, Major in Biology

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2003. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2002 and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca; Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Internet: <http://artsandscience.concordia.ca>

## Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill five of these positions. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Senior appointments will normally be made at the Full Professor level. Junior appointments will normally be made at the Associate Professor level.



Adam Radomsky  
Assistant Professor, Psychology

### Senior (Tier I) and Junior (Tier II) Canada Research Chairs in Psychology - Human Development

Our Department of Psychology invites applications for one Senior Canada Research Chair and one Junior Canada Research Chair, each in the field of Human Development.

Applications will be considered in any area of human development across the life course, from infancy through aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. These positions will be based at the Centre for Research in Human Development, a government-supported research "Centre of Excellence", providing outstanding faculty and research facilities and research training opportunities at the doctoral and post-doctoral levels.

**Dr. Lisa Serbin**  
Director, Centre for Research in Human  
Development  
lserbin@vax2.concordia.ca

### Senior (Tier I) Canada Research Chair in Education

Our Department of Education invites applications for one Senior Canada Research Chair in Education, in the field of human learning across the lifespan. The successful candidate is expected to have a strong ongoing research program and an excellent record of research productivity in one of the following areas - cognitive/social development, technology integration in teaching and learning, or second language learning in the classroom. Our Department of Education has excellent research training opportunities and exceptional research facilities, including the Centre for the Study of Learning and Performance.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

### Senior (Tier I) Canada Research Chair in Genomics

Our Department of Biology invites applications for one Senior Canada Research Chair in Genomics. The successful candidate will be an

established researcher who uses genomic approaches to study fundamental and/or applied problems of biology. He or she will play a leading role in the expansion of genomic research and education at Concordia, including future faculty hiring in the field, and will have access to the resources of Concordia's Centre for Structural and Functional Genomics.

**Dr. Claire Cupples**  
Chair, Department of Biology  
biachair@alcar.concordia.ca

### Junior (Tier II) Canada Research Chair in Biological Chemistry

Our Department of Chemistry and Biochemistry invites applications for one Junior Canada Research Chair. Applications will be considered in any area of biological chemistry that complements those of the present faculty. The Department currently houses the Centre for Research in Molecular Modeling, with a state-of-the-art Beowulf cluster computing facility, and also offers a major facility for the mass spectrometric analysis of biomolecules. The successful candidate will be expected to actively participate in the Department's efforts to become a leading unit in science, at the interface between Chemistry and Biology.

**Dr. M.F. Lawrence**  
Chair, Department of Chemistry and  
Biochemistry  
lawrence@vax2.concordia.ca

These CRC positions will be filled either for the academic year beginning 2003 or 2004, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact.

Review of applications will begin on November 1, 2002 and continue until the positions have been filled.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at <http://artsandscience.concordia.ca>.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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Queen's  
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## CAUT BULLETIN ACPPU B28 SEPTEMBER 2002 SEPTEMBRE



## CAREERS CARRIÈRES

français et de l'anglais est essentielle de l'embauche. Le salaire est compétitif et il y a des années d'expérience universitaire. Des fonds de démarrage sont aussi prévus. Les candidats doivent être soumis avant le 15 novembre 2002. Adresser une lettre accompagnée d'un curriculum vitae, de trois lettres de référence, ainsi que des titres à part des deux publications récentes ou de tout autre document constituant une contribution académique au Dr. Pierre Gosselin, Directeur adjoint, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, Ottawa, Ontario, Canada K1N 6N5. Confiement aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants réguliers (Université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes provenant de femmes).

### PSYCHOLOGY

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in the area of Clinical Psychology. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/clinicalpsych>. Concordia University, Faculty of Arts & Science, is looking to fill two Canada Research Chairs in Psychology. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/clinicalpsych>.

**QUEEN'S UNIVERSITY** — A tenure-track position in Clinical Psychology at the Assistant Professor level is available starting July 1, 2003, or as soon as possible thereafter. Applications will be accepted until November 15, 2002, or until the position is filled. For information about Queen's and our department see our website at <http://www.psych.queensu.ca>. The program in Clinical Psychology is strongly committed to the scientific-practitioner model, and demonstrated excellence in research is an essential requirement. The successful candidate must hold a PhD in psychology and be either registered or eligible for registration as a clinical psychologist in Ontario. In addition to this, he/she must be able to teach abnormal psychology at the undergraduate level and child or adult clinical psychology at the graduate level and supervise undergraduate and graduate theses. The successful candidate will be given to candidates with interests in adult or child psychopathology, broadly defined. The area of specific research interest should be stated and complement one or more existing strengths relevant to the Clinical Program, which includes developmental, forensic, and health psychology, adult and adolescent psychopathology, assessment, and neuropsychological mechanisms of behaviour relevant to psychological disorders. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests to existing research interests, and potential for collegial service. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply however, Canadian and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. M. W. Donald, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-2499.

**SAINT MARY'S UNIVERSITY** — Department of Psychology Applications are invited for a tenure-track appointment at the Assistant Professor level starting January 1, 2003. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in industrial-organizational psychology and/or related areas. We are particularly interested in candidates with active research interests related to leadership, occupational health and safety, including work stress, work motivation, human performance, and personality applied to work. The successful applicant may also be called upon to teach in the areas of introductory psychology, statistics, research methods, and psychometrics; experience in these areas is an asset. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has a major and honour curriculum and offers an M.Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The program in Developmental Psychology is strongly committed to research aimed at understanding developmental processes from infancy through adolescence. Candidates with demonstrated research excellence in any area of developmental psychology will be considered for the position. The successful candidate must hold a PhD in psychology and be able to teach developmental psychology at the undergraduate and graduate level, supervise undergraduate and graduate students, and be able to present a research program with the potential to link with other research strengths within the area including language, cognition, social development and developmental cognitive neuroscience. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests, and potential for collegial service. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply however, Canadian and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. M. W. Donald, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-2499.

and the Department please see our website at <http://www.stmarys.ca>. Applicants should furnish a curriculum vitae, copies of recent publications, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to Dr. V. C. Carano, Department of Psychology, Saint Mary's University, 4600 St. John's, Kingston, Ontario K7L 3S5, telephone (613) 420-5845, fax (613) 420-5121, Email: [caranov@stmarys.ca](mailto:caranov@stmarys.ca). Review of applications begins immediately and will continue until the position is filled. The position is available for a January 1, 2003 or later start date.

**SIMON FRASER UNIVERSITY** — The Department of Psychology invites applications for a tenure-track faculty position at the Assistant Professor level in Quantitative Psychology. The applicant may have research interests and specific expertise in any area of quantitative psychology, including psychometrics, statistics, or mathematical models. The successful candidate will be expected to provide statistical consulting within the department and teach undergraduate and graduate courses in data analysis, research design, and measurement. Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment, and possess an aptitude for undergraduate and graduate teaching. Please submit a cover letter, which includes a summary of research objectives and teaching experience, a curriculum vitae, three letters of reference, and copies of representative publications to Dr. Dan Weeks, Chair, Department of Psychology, Simon Fraser University, 8880 University Blvd. W., Burnaby, BC V5A 1S6. Review of applications will begin on December 1, 2002 and continue until suitable candidates have been identified. The Department's webpage can be accessed at <http://www.sfu.ca/psychology>. This position is subject to budgetary approval. Although this advertisement is directed to Canadian citizens and Permanent Residents, in accordance with Canadian Immigration requirements, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equality in employment and offers equal employment opportunities to all qualified applicants.

**MCGILL UNIVERSITY** — The Department of Educational and Counselling Psychology (<http://www.mcgill.ca/edu-cp>), tenure-track, assistant professor in school psychology, starting August 2003. Strong preference will be given to graduates of an APA-accredited doctoral program in school psychology. Applicants with a strong identity in the area of school psychology and who are also considered, McGill's Major in School/Child Psychology is a combined MA and PhD, scientist-practitioner program with research requirements, the first in Canada to be APA-accredited. The evaluation of applications will begin on November 15, 2002 and continue until the position is filled. Applicants are asked to provide clear evidence of (a) the identification and competence as a School Psychologist, (b) excellent achievement or potential in teaching and professional supervision, (c) a well articulated research plan, and (d) evidence of ability and commitment to make a continuing contribution to the advancement of knowledge in the field of school psychology. Please send a cover letter, curriculum vitae, and sample publications, and have at least three signed letters of reference sent directly to the School Psychology Search, c/o Professor Suzanne P. Lajoie, Chair, Department of Educational and Counselling Psychology, McGill University, 3120 McTavish, Montreal, Quebec, Canada H3A 2Y2, 514-393-4260 or [suzanne.lajoie@mcgill.ca](mailto:suzanne.lajoie@mcgill.ca). All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. M. W. Donald, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-2499.

environmental psychology, social policy, organizational psychology, school psychology, criminal justice psychology, small groups, health psychology, psychology of women, and human diversity. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in community psychology. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interest, and at least three letters of reference to Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: [mpatt@uwaterloo.ca](mailto:mpatt@uwaterloo.ca)). Applications will be accepted until November 15, 2002, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wvwpwv/>. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people.

**WILFRID LAURIER UNIVERSITY** — The Psychology Department at Wilfrid Laurier University invites applications for a tenure-track appointment in behavioural neuroscience beginning July 1, 2003, subject to budgetary approval. The successful candidate's research program will involve molecular neurobiological approaches to research in human behaviour relationships. Expertise in the neural mechanisms underlying learning, cognition, and motivation, or in neural plasticity, or in behavior genetics is desired. The successful applicant will have an opportunity to supervise students in the MSc and PhD programs in brain and cognition. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, as well as an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interest, and at least three letters of reference to Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: [mpatt@uwaterloo.ca](mailto:mpatt@uwaterloo.ca)). Applications will be accepted until November 15, 2002, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wvwpwv/>. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people.

**WILFRID LAURIER UNIVERSITY** — The Psychology Department at Wilfrid Laurier University invites applications for a tenure-track appointment in clinical abnormal psychology beginning January 1, 2003 or later, subject to budgetary approval. Additional expertise in health psychology or human diversity, and/or community psychology is desired. The successful candidate will be expected to supervise students in the MA and PhD programs in community psychology. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interest, and at least three letters of reference to Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: [mpatt@uwaterloo.ca](mailto:mpatt@uwaterloo.ca)). Applications will be accepted until November 15, 2002, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wvwpwv/>. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people.

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**WILFRID LAURIER UNIVERSITY** — The Psychology Department at Wilfrid Laurier University invites applications for a tenure-track appointment in cognition and/or perception at the Assistant Professor level beginning July 1, 2003, subject to budgetary approval. The successful applicant will have an opportunity to supervise students in the MSc and PhD programs in brain and cognition. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interest, and at least three letters of reference to Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: [mpatt@uwaterloo.ca](mailto:mpatt@uwaterloo.ca)). Applications will be accepted until November 15, 2002, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wvwpwv/>. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people.

**WILFRID LAURIER UNIVERSITY** — The Psychology Department at Wilfrid Laurier University invites applications for a tenure-track appointment in social psychology at the Assistant Professor level beginning July 1, 2003, subject to budgetary approval. Applicants in all areas of social psychology are encouraged to apply. The successful applicant will have an opportunity to supervise students in the MA and PhD programs. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interest, and at least three letters of reference to Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: [mpatt@uwaterloo.ca](mailto:mpatt@uwaterloo.ca)). Applications will be accepted until November 15, 2002, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wvwpwv/>. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people.



The University of Lethbridge

### TENURE - TRACK POSITION AVAILABLE

The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada has an opening for a tenure-track position in Marketing to begin July 1, 2003. Rank and area of specialization are open, as we are seeking the best overall candidate. Individuals who have or are near completion of a Ph.D., who are committed to effective and innovative teaching as well as to quality, scholarly research are encouraged to apply.

#### Faculty of Management

The Faculty of Management values both teaching and research excellence. Class sizes are responsible, and teaching loads are attractive. The Faculty of Management has campuses in Lethbridge, Edmonton, and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interests and approximately 2100 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the innovative Theory-Intro-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: [www.uleth.ca/man/](http://www.uleth.ca/man/). The Marketing Area currently has 6 members. We are a relatively young, collegial, research-active group.

#### University of Lethbridge

Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: [www.uleth.ca](http://www.uleth.ca).

#### The City of Lethbridge

The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana and two hours south of Calgary, Alberta. The city's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit our website at: [www.city.lethbridge.ab.ca](http://www.city.lethbridge.ab.ca).

Please direct applications and inquiries to Dr. John Usher, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada, T1K 3M4, or e-mail: [corie.slaunwhite@uleth.ca](mailto:corie.slaunwhite@uleth.ca)

The University of Lethbridge is an equal opportunity employer.



McGill

### Postes permanents ou conduisant à la permanence Faculté des arts

Compte tenu du caractère essentiel que revêt la compréhension de l'expression et du comportement de l'être humain, le principal et le vice-principal exécutif de l'Université McGill ont approuvé une initiative remarquablement innovatrice dont le but est de donner un nouvel essor aux sciences humaines et sociales à l'Université McGill. Au prochain, la faculté des arts entend pourvoir cinquante postes permanents conduisant à la permanence dans les départements suivants:

- Anthropologie (dans le domaine de l'archéologie) (2)
- Histoire de l'art et études de la communication (3)
- Études est-asiatiques (1)
- Économie (6)
- Anglais (1)
- Centre d'enseignement du français et de l'anglais (1)
- Études hispaniques (1)
- Histoire (6)
- Études islamiques (2)
- Études italiennes (1)
- Philosophie (1)
- Sciences politiques (6)
- Sociologie (6)
- Service social (1)

Ces postes, regroupant plusieurs axes de recherche stratégique interdisciplinaires de la faculté, sont toutefois s'y limiter, axes qui englobent les études canadiennes, les études environnementales, la santé, les études trans-culturelles, les langues, les statistiques, les études sur la Renaissance, les études sur les conflits et la paix, ainsi que le développement et la nouvelle économie.

Nous sollicitons les candidatures de personnes possédant un palmarès avéré de réalisations. La connaissance du français est souhaitable. Vous trouverez d'autres détails sur les domaines de spécialisation précis des candidats recherchés par les départements sur leurs pages Web, accessibles à l'adresse [www.mcgill.ca/arts](http://www.mcgill.ca/arts).

Les dossiers de candidature doivent contenir un curriculum vitae, une déclaration du programme de recherche du candidat et de ses principes d'enseignement, et trois lettres confidentielles de recommandation envoyées sous pli séparé par les répondants du candidat à la demande de ce dernier. Les dossiers doivent être adressés au directeur du département compétent à l'adresse figurant sur le site Web.

Nous invitons tous les candidats possédant les qualifications requises à postuler sans restriction, sans préférence accordée aux citoyens canadiens et aux résidents permanents de l'Université McGill soumettant à l'adresse en mail de l'emploi.

[www.mcgill.ca](http://www.mcgill.ca)

# CAREERS CARRIERS

**UNIVERSITY OF BRITISH COLUMBIA** — The Department of Psychology at the University of British Columbia invites applications for a tenure-track appointment at the Full Professor level. The expectation is that this position will be designated as a Tier 1/2 research chair. However, there is a possibility that the appointment could be made at the junior Tier II level for an Associate Professor with exceptional merit. This prestigious position will be funded through the Federal Government program, with research support appropriate to the program and its goals. The appointee will be in close association with a UBC campus-wide initiative (and other appointments) in a Neuroscience and Cognitive Systems "cluster". We are particularly interested in applicants with an established record of research in developmental cognitive neuroscience. The ideal candidate will have either research interests in language and the brain, or in some other fundamental area of cognitive and developmental. Experience in behavioural, computational, and/or neural imaging techniques including those such as ERP that could be used in infants or special populations will be of special interest. To apply, send a curriculum vitae and a short statement of research interests, selected referees, and the names of potential referees to: Dr. Richard C. Tees, Head, Department of Psychology, University of British Columbia, Vancouver, B.C. Canada V6T 1Z4. Closing date for applications and supporting material is November 15, 2002. The University of British Columbia hires on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply. There is no restriction with regard to nationality or residence and the positions are open to all candidates. Offers will be made in keeping with immigration requirements associated with the CRC program.

**UNIVERSITY OF BRITISH COLUMBIA** — The Department of Psychology at the University of British Columbia invites applications for up to six tenure-track positions, all of which would begin July 1, 2003. Subject to the availability of funds, the positions are budgeted at the Assistant Professor level although there is a possibility of an appointment at a higher rank for applicants with exceptional qualifications. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitment to teaching and research supervision of undergraduate and graduate students. Applicants whose research helps build bridges with other UBC departments and research groups will be of additional interest. Candidates are invited to apply in the following areas: (1) Clinical Psychology. We are seeking applicants to complement UBC's APA and CPA accredited scientific practitioner clinical training program, which currently has strengths in psychopathology and behavioral medicine. The ideal applicant will have research interests in clinical health psychology. We are particularly interested in someone doing pain research. In addition to teaching, research and supervision of students, applicants for this position are expected to conduct clinical practice supervision and obtain registration in the Province of British Columbia. (2) Human Cognitive Neuroscience. This position is broadly construed with an emphasis on higher order cognitive processes, e.g., attention, perception, and executive functions. The quality of research is more important than the area of specialization. (3) Cognitive Development. We are seeking applicants who can participate in our developmental psychology program complementing existing faculty in the area of cognitive development. (4) Social Psychology. We are seeking someone who can participate in the social psychology program complementing existing faculty in the area of social psychology. In this instance we are seeking someone who can add to the departmental strength in animal-based research in the area of psychology of learning, motivation, and cognition. (There is also a possibility of a further position in an area of health-related psychological research, however this position would be subject to the success of a nominee's application to one of the granting agencies. Applicants in this area would need to refer to the CHIR web site at [www.chir.ca](http://www.chir.ca) and [www.mhsr.org](http://www.mhsr.org).) (5) Forensic Psychology. We are seeking someone who can participate in the forensic psychology area and potentially contribute to a joint inter-university Psychology and Law graduate program. The initial funding for this position will be provided by the Canadian

Corrections Services Canada. Applicants for this position are expected to have an established record of research in the area of forensic psychology. The position is located in the Province of British Columbia. In all cases, salary will be commensurate with experience. Successful candidates will be offered a salary of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation, prior to November 15, 2002, to: Dr. Chai, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. Canada V6T 1Z4.

**ST. MARY'S UNIVERSITY** — Management and Psychology Applications are invited for a tenure-track appointment at the Assistant Professor level starting January 1, 2003. This is a new position that will be jointly held in the Department of Management and Psychology. Candidates are expected to have a PhD in human resource management/organizational behaviour or industrial/organizational psychology or to be near completion of their degree. We seek individuals with teaching and research skills in human resources management, organizational behaviour, and/or industrial/organizational psychology. Preference for candidates with experience in occupational health and safety. Candidates must have strong research, teaching, and supervisory skills, and evidence of potential research productivity and teaching excellence. The successful applicant will be able to teach at both the undergraduate and graduate levels, including courses in their specialty area. The successful applicant will be expected to conduct and supervise research and to participate in the University's graduate program in Management and the newly established CHIR Centre for Occupational Health and Safety. Candidates should present evidence, commensurate with experience, of research excellence, productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people, and is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information please see our website at <http://www.stmarys.ca>.

**THE UNIVERSITY OF WESTERN ONTARIO** — The University of Western Ontario invites applications for a tenure-track position at the Assistant Professor level in the Department of Psychology. The successful applicant will have the opportunity to participate in the University's doctoral program in Management and the newly established CHIR Centre for Occupational Health and Safety. Candidates should present evidence, commensurate with experience, of research excellence, productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people, and is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information please see our website at <http://www.stmarys.ca>.

**Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1.** All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

**THE UNIVERSITY OF OTTAWA** — Subject to budgetary approval, the School of Psychology of the University of Ottawa anticipates filling three tenure-track positions effective July 1, 2003. The Assistant Professor level priority will go to applicants in the area of (1) clinical psychology (specifically for registration with the College of Psychologists of Ontario), with a preference for a specialist in child/adolescent family or in health, (2) cognitive psychology (including perception) and/or developmental psychology, and (3) personality. Sociometric candidates in related areas are also encouraged to apply. Applicants should meet the following minimum requirements: Doctorate in Psychology and research competence. Fluency in French and English is essential. The salary is competitive and is adjusted as a function of experience. Start-up funds are also available. Applications should be received before November 15, 2002. Submit a letter of application, curriculum vitae, three letters of reference, and reports of two recent publications in refereed journals or other visible evidence of scholarly productivity to: Dr. Pierre Gosselin, Assistant Director, School of Psychology, L'Ampleur Hall, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University policy, and therefore, the University strongly encourages applications from women.

**THE UNIVERSITY OF WESTERN ONTARIO** — Faculty positions in (1) clinical psychology, (2) cognitive psychology, (3) educational psychology, and (4) developmental psychology. The Psychology Department at the University of Western Ontario invites applications for up to four Probationary positions at the Assistant Professor level. Successful applicants will have a PhD level in psychology, and will be expected to maintain an active research program, teach undergraduate and graduate courses, and provide graduate student supervision. The primary selection criteria will be research excellence and productivity. The Clinical Program adheres to the scientist-practitioner model and is CFA and APA accredited. Further information about the Department may be found on our website [www.uwo.ca/psychology](http://www.uwo.ca/psychology). Applicants should submit by November 15, 2002, a curriculum vitae, statement of research and teaching experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 3C2. These positions are subject to budget approval. The scheduled starting date is July 1, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

**THE UNIVERSITY OF WESTERN ONTARIO** — Faculty position in psychological statistics and experimental design. The Psychology Department invites applications for a Probationary or tenured position at the Assistant or Associate Professor level. The successful applicant will be expected to provide statistical consulting to students and colleagues, teach univariate and multivariate statistics and experimental design at the graduate level, provide graduate student supervision, and maintain an active research program in his or her substantive research area. The primary selection criteria will include research excellence and productivity, statistical teaching experience, and ability to provide statistical consulting. Applicants should submit by November 15, 2002, a curriculum vitae, statement of research, teaching, and consulting experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 3C2. This position is subject to budgetary approval. The scheduled starting date is July 1, 2003. Further information about the Department may be found on our website [www.uwo.ca/psychology](http://www.uwo.ca/psychology). All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

**CARLETON UNIVERSITY** — Subject to budgetary considerations, the Department of Psychology wishes to make a tenure-track appointment at the Assistant Professor level to begin July 1, 2003. Preference will be given to candidates with research and teaching interests in developmental psychology and/or psychology of women. The Department of Psychology has a strong undergraduate and graduate program in experimental research psychology. We are a participating department in the interdisciplinary Criminal Justice and Criminal Justice degree program. Further information can be obtained from our website at <http://www.carleton.ca> or by contacting Dr. Adele Roth at the address below, by phone at (613) 520-4600, ext. 1267, or by email at [adele.roth@carleton.ca](mailto:adele.roth@carleton.ca). Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The Applications of Canadian citizens and Permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning July 1, 2003. Preference will be given to candidates with research and teaching interests in the area of Organizational Psychology, and who are able to teach evaluation research methods and statistics. Organizational Psychology is an area of research in the Department of Psychology. We currently have faculty conducting research on organizational diversity, policy making, group processes, award adjudication, organizational effects of information technology, workplace stress and burnout. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology. Further information can be obtained from our website at <http://www.carleton.ca>. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The Applications of Canadian citizens and Permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning December 1, 2002.

**CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Psychology wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2003. Preference will be given to candidates with research and teaching interests in the area of Health Psychology. We are particularly interested in individuals with research in areas related to health promotion/prevention. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology, with a growing commitment to research excellence and productivity. Further information can be obtained from our website at <http://www.carleton.ca>. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The Applications of Canadian citizens and Permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning December 1, 2002.



**UNIVERSITY OF ALBERTA** — The Department of Sociology invites applications for a tenure track position at the Assistant Professor level, in the area of Population Health, commencing July 2003. The 2002-03 salary scale for this rank is \$47,184 to \$66,816 and the benefits package is comprehensive. A PhD is required and candidates will have a strong record/ outstanding potential for research, excellent communication and teaching skills as well as leadership potential. Preference will be given to candidates with teaching and research interests in the fields of gender and health, aboriginal health, health policy, environmental health, healthy aging, child and youth health, socio-economic and cultural determinants of health, or workplace and occupational health. The successful candidate will be expected to collaborate with colleagues to develop and participate in research and education activities, including competing for external research funding.

Closing date for applications is October 15, 2002.

**Assistant Professor, Quantitative Methods and Statistics**

The Department of Sociology, invites applications for a tenure track position at the Assistant Professor level, in the area of Quantitative Methods and Statistics, commencing July 2003. The 2002-03 salary scale for this rank is \$47,184 to \$66,816 and the benefits package is comprehensive. A PhD is required and candidates will have a strong record/ outstanding potential for research, excellent communication and teaching skills and leadership potential. Preference will be given to candidates with teaching and research interests in quantitative methods or statistics or in substantive areas using advanced quantitative methods or statistics. This person will not only apply statistical and quantitative methods but also take methodology itself as an object of inquiry. The successful candidate will help to advance the field of statistics technically through the application of statistical methods to various problems, and conceptually by working on new methods and new forms of measurement. In addition, we seek a person who will make a significant contribution to our graduate program by offering advanced courses focused on the most up-to-date statistical models and techniques. The candidate will be expected to provide guidance and counseling on statistical issues to faculty and graduate students.

Closing date for applications is November 15, 2002.

**Chair, Department of Biology**

Applications or nominations are invited for the position of Chair, Department of Biology, Faculty of Science, The University of Western Ontario. It is anticipated that this appointment will be at the rank of full Professor, with tenure, but applications will be considered at any rank.

The Department of Biology, created by the July 2002 merger of the Departments of Zoology and Plant Sciences, consists of about 40 faculty, 35 staff, and 80 graduate students. Approximately 125 fourth-year Honours students graduate each year. The department is of central importance within the research-intensive Faculty of Science, as well as the more broadly based biomedical research and teaching community at Western.

The successful candidate will have a commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience. The Chair will capitalize on the opportunities provided by the merger, and be creative in adding new dimensions to the activities of the Department.

The effective date of the appointment is July 1, 2003. Nominations and applications should be sent to:

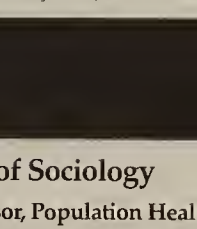
Dr. Fred J. Longstaffe, Dean  
Faculty of Science, Western Science Centre  
The University of Western Ontario  
London, Ontario N6A 5B7

The closing date for applications is November 30, 2002.

Position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

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The successful candidate will have a commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience. The Chair will capitalize on the opportunities provided by the merger, and be creative in adding new dimensions to the activities of the Department.

The effective date of the appointment is July 1, 2003. Nominations and applications should be sent to:

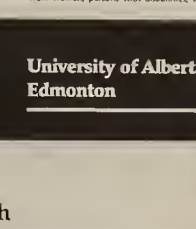
Dr. Fred J. Longstaffe, Dean  
Faculty of Science, Western Science Centre  
The University of Western Ontario  
London, Ontario N6A 5B7

The closing date for applications is November 30, 2002.

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**THE UNIVERSITY OF VICTORIA** — The Department of Psychology invites applications for two tenure-track appointments, one at the Assistant and one at the Associate level, in developmental psychology to begin July 1, 2003. One position will focus on childhood development and the other on adulthood and aging. Duties will include successful and programmatic research, curriculum development, committee service. Applicants must have a PhD in lifespan or developmental psychology and evidence of outstanding potential in research and teaching. Postdoctoral experience is desirable. Preferred subfields of specialization include health and lifespan development, quantitative methods for the study of change, and cultural psychology. Candidates capable of teaching courses in advanced statistical methods are also encouraged to apply. Our aim is to build on our strengths and therefore we are seeking applicants whose research interests would enable collaborations with the lifespan research group. For information, contact the University of Victoria Centre on Aging ([www.coag.uvic.ca](http://www.coag.uvic.ca)), Centre for Youth and Society ([www.youth.uvic.ca](http://www.youth.uvic.ca)), or the Clinical Lifespan Program (<http://www.clinicallifespans.uvic.ca>). Information about the Department is available at ([www.uvic.ca/psych](http://www.uvic.ca/psych)) and the beautiful city of Victoria at ([www.bctravel.com/victoria.html](http://www.bctravel.com/victoria.html)). To apply, send a letter of application (including a statement of research interests, accomplishments, and plans, as well as teaching interests, experience, and objectives) a curriculum vitae (including citizenship status), copies of scholarly publications, available evidence of teaching experience or effectiveness, and the names and addresses of three referees to: Lifespan Research Committee, Bonnie Leach (Chair), Department of Psychology, University of Victoria, PO Box 3800 STN CSC, Victoria BC V8W 3P5, Canada. The deadline for applications is December 1, 2002. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible

**CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Psychology wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2003. Preference will be given to candidates with research and teaching interests in the area of Organizational Psychology, and who are able to teach evaluation research methods and statistics. Organizational Psychology is an area of research in the Department of Psychology. We currently have faculty conducting research on organizational diversity, policy making, group processes, award adjudication, organizational effects of information technology, workplace stress and burnout. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology. Further information can be obtained from our website at <http://www.carleton.ca>. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The Applications of Canadian citizens and Permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning December 1, 2002.



**UNIVERSITY OF ALBERTA** — The Department of Sociology invites applications for a tenure track position at the Assistant Professor level, in the area of Population Health, commencing July 2003. The 2002-03 salary scale for this rank is \$47,184 to \$66,816 and the benefits package is comprehensive. A PhD is required and candidates will have a strong record/ outstanding potential for research, excellent communication and teaching skills as well as leadership potential. Preference will be given to candidates with teaching and research interests in the fields of gender and health, aboriginal health, health policy, environmental health, healthy aging, child and youth health, socio-economic and cultural determinants of health, or workplace and occupational health. The successful candidate will be expected to collaborate with colleagues to develop and participate in research and education activities, including competing for external research funding.

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**Assistant Professor, Quantitative Methods and Statistics**

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**Chair, Department of Biology**

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The Department of Biology, created by the July 2002 merger of the Departments of Zoology and Plant Sciences, consists of about 40 faculty, 35 staff, and 80 graduate students. Approximately 125 fourth-year Honours students graduate each year. The department is of central importance within the research-intensive Faculty of Science, as well as the more broadly based biomedical research and teaching community at Western.

The successful candidate will have a commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience. The Chair will capitalize on the opportunities provided by the merger, and be creative in adding new dimensions to the activities of the Department.

The effective date of the appointment is July 1, 2003. Nominations and applications should be sent to:

Dr. Fred J. Longstaffe, Dean  
Faculty of Science, Western Science Centre  
The University of Western Ontario  
London, Ontario N6A 5B7

The closing date for applications is November 30, 2002.

Position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

Western

The University of Western Ontario

Chair, Department of Biology

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## CAREERS CARRIÈRES

### UNIVERSITY OF MANITOBA CANADA RESEARCH CHAIR

#### Department of Community Health Sciences Faculty of Medicine Tier I and Tier II Canada Research Chairs

The University of Manitoba is seeking applications for outstanding candidates for both a Tier I and a Tier II Canada Research Chair (www.chairs.gc.ca) in areas that complement existing and strategic interests of the Department of Community Health Sciences at the University of Manitoba. The Canada Research Chairs were established by the Government of Canada to enable Canadian universities to foster world-class research excellence.

Community Health Sciences is a leading department in the Faculty of Medicine and the University of Manitoba, attracting over \$15 million in research funding for the year 2000/01. The Department houses major research, policy and service groups, including the Manitoba Centre for Health Policy (MCHP), the Centre for Aboriginal Health Research (CAHR), the J.A. Hildes Northern Medical Unit, and the Aging in Manitoba Study. An emerging strategic research area is the development of the International Centre for Infectious Disease (ICID).

We are seeking candidates who have demonstrated expertise in one or more of the core disciplines of epidemiology, biostatistics, or the social sciences in health, and who can contribute to at least one of our strengths in the areas of population health, health services and policy research, aboriginal health, aging and health, or international health. The Department has excellent relationships with many external agencies such as Manitoba Health, Regional Health Authorities, First Nations and Aboriginal Organizations, and Health Canada. These offer new and exciting opportunities for developing policy relevant research programs. The candidate will also have the opportunity to participate in our teaching programs aimed at graduate students, community medicine residents, and medical undergraduates. Additional information about the Department is available at [www.umanitoba.ca/faculties/medicine/chs/](http://www.umanitoba.ca/faculties/medicine/chs/).

The successful applicants will possess doctoral level training in a field of study associated with the Department's mission, and in accordance with the goals of the Canada Research Chair program, be recognized as outstanding scholars with a strong research record. For the Tier I Chair, candidates should be internationally-recognized leaders in their chosen area of research. For the Tier II Chair, candidates must have outstanding potential to play a leadership role in a chosen research field. The successful applicant for the Tier I Chair will be appointed as a tenured or tenure-track Associate or Full Professor and the Tier II Chair will be appointed as a tenure-track Assistant or Associate Professor. All Chairs are subject to review and final approval by the CRC Secretariat.

With a population of more than 650,000, Winnipeg ([www.city.winnipeg.mb.ca](http://www.city.winnipeg.mb.ca)) is a major multicultural center with world-class cultural amenities including ballet, theatre, and symphony, and professional sports. Winnipeg has a reputation for having the most restaurants per capita in North America and the most affordable housing in Canada. Winnipeg is also located close to some of the finest outdoor recreational opportunities in the world with a wide variety of lakes, beaches and wilderness areas within an easy drive from the city.

Review of applications will begin on January 1, 2003 and continue until the positions are filled. Appointments can begin as early as July 1, 2003. The University welcomes diversity in the workplace, and encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Informal, confidential inquiries are welcomed. Applicants should submit a curriculum vitae, a statement of research interests and future plans, and the names and addresses of at least three references to:

Dr. John O'Neill, Head, Department of Community Health Sciences  
Faculty of Medicine  
University of Manitoba  
750 Bannatyne Avenue  
Winnipeg MB Canada R3E 0W3  
email: [oneilj@ms.umanitoba.ca](mailto:oneilj@ms.umanitoba.ca)  
Tel: (204) 789-3434  
Fax: (204) 789-3905



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THE UNIVERSITY OF BRITISH COLUMBIA  
ASSOCIATE PROFESSOR  
SOCIOLOGY

The Department of Anthropology and Sociology at the University of British Columbia invites applications for a tenure-stream position at the rank of Associate Professor effective July 1, 2003, subject to final budgetary approval. We seek a scholar specializing in the **sociology of Canadian Society**, with particular attention to Canada's place within an increasingly interdependent global world that is marked by inequalities of wealth, power, and prestige. Desirable areas might include globalization, NAFTA, US/Canada relations, regionalism, multiculturalism, immigration, First Nations, colonialism, and gender relations. The preferred candidate will have a PhD in Sociology, and demonstrated excellence in research, publication, and teaching in the relevant field.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

Applications should include a curriculum vitae, letters of reference from three referees (sent under separate cover), two samples of written work, and a summary of current and future research interests, and should be sent by **October 31, 2002** to: Dr. David Pokotylo, Head, Department of Anthropology and Sociology, University of British Columbia, 6303 Northwest Marine Drive, Vancouver, British Columbia V6T 1Z1.

minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**THE UNIVERSITY OF VICTORIA** — The Department of Psychology invites applications for a limited term (three year) appointment at the Assistant Professor level in legal psychology to begin January 1, 2003. The position will focus on the cognitive processes involved in interpreting and applying legislation. Duties will include successful and programmatic research, lecturing and supervision at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Department and the University (e.g., collaborative research, curriculum development, committee service). Applicants must have a PhD in psychology with a demonstrated specialization in legal and criminological psychology, and evidence of outstanding potential in research and teaching. Postdoctoral experience is strongly preferred. A preferred sub-field of specialization is judicial decision making. Candidates will be expected to teach courses in legal decision making. We are seeking applicants whose research interests include collaborations with other faculty in the department. Information about the Department is available at [www.uvic.ca/psych/](http://www.uvic.ca/psych/) and about the city of Victoria at [www.bccwv.com/vic.html](http://www.bccwv.com/vic.html). To apply, send a letter of application (including a statement of research interests, experience and objectives), a curriculum vitae (including citizenship status, copies of up to four scholarly publications, evidence of teaching experience and effectiveness, and the names and addresses of three referees) to: Legal Psychology Search Committee, Department of Psychology, University of Victoria, P.O. Box 3800 STN CSC, Victoria BC V8W 2P2 Canada. The deadline for applications is September 30, 2002. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Psychology invites applications for an entry-level, tenure-track position in biological psychology or a related area. The starting date is July 1, 2003. The successful candidate will offer courses in biological psychology, introductory psychology, and other courses. Applicants are expected to have an established research record. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Ian Fraser, Chair, Department of Psychology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: October 15, 2002 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

**THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Psychology in the area of Clinical Psychology commencing either January 1 or July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Shelaugh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2215; Fax: 519.973.7021; Email: [towson@uwindor.ca](mailto:towson@uwindor.ca). For information on the University of Windsor or the City of Windsor contact Dr. James Bravich, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

**THE UNIVERSITY OF WATERLOO** — The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2003. Review of applications will begin on October 1, 2002 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reports or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to budgetary approval. St. Thomas University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**ST. THOMAS MORE COLLEGE** — The Department of Religious Studies of St. Thomas More College, the Catholic college federated with the University of Saskatchewan, invites applications for a tenure stream appointment in Religious Studies at the rank of Assistant Professor, commencing July 1, 2003. The candidate should have a completed PhD (or equivalent) or be close to completion, and show promise of excellence in teaching and scholarly research. We are seeking a candidate with a competency in Christianity in the modern world. Particularly beneficial would be a candidate with an interest in contemporary questions relevant to the Canadian context. Our department collaborates fully with the Religious Studies Department of the College of Arts & Science (UoS) and so the

**UNIVERSITY OF CALGARY**

The University of Calgary invites applications and nominations for the position of Dean of Nursing for a five-year term commencing July 1, 2003. We seek a Dean who fosters an ethos of excellence in teaching, research and service, who brings us a vision of dynamic nursing practice and education, and who is a scholarly leader with proven administrative experience. The Dean of Nursing should qualify for an academic appointment at the Associate or Full Professor level.

The Faculty of Nursing works in collaboration with health professionals and organizations from local to international levels. This environment not only benefits our students but also provides for a lively and collegial atmosphere among peers. In addition to preparing competent beginning and advanced clinicians, and to generating and advancing nursing knowledge, the Faculty also aims to create an approach that encourages inquiry and responsiveness to ongoing health care changes. The new Dean will support and foster that mission which has been given added prominence by a newly approved institutional Academic Plan that identifies "advancing health and wellness" as one of the University's strategic academic priorities.

The Faculty of Nursing has 45 faculty members and over 60 adjunct professors who teach and conduct research in diverse areas. The Faculty's focus on research and teaching is demonstrated by 10 research units supported by the Southern Alberta Nursing Health Research Resource Unit and the innovative and interactive Nursing Commons, which includes the Learning Centre, the Nursing Skills Lab, and the Educational Technology Centre. The Faculty offers a diversity of programs which include several undergraduate Nursing degree tracks, a Nurse Practitioner Certificate Program, and both MN and PhD degrees.

The ideal candidate will possess a PhD, preferably in Nursing, and the following qualities: a strong record of and commitment to excellence in teaching and research, together with innovative approaches to health care; an ability to promote ongoing collaboration internally with students, faculty and university officials, and externally with the health care community, the public, and the health regions in Southern Alberta; and a leadership style that invites participation, inspires confidence, reflects accessibility, uses delegation appropriately, and relies on sensitive, transparent and inclusive communications.

For more information about the Faculty of Nursing, please consult: <http://www.ucalgary.ca/NU/>. Nominations and applications, including a curriculum vitae and three confidential letters of reference, should be submitted to: Margaret Stephens, Executive Secretary, Advisory Selection Committee for the Dean of Nursing, The University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4; Telephone: (403) 220-5462; Fax: (403) 289-6800 E-mail: [mstephe@ucalgary.ca](mailto:mstephe@ucalgary.ca). The closing date for applications is **October 15, 2002**. We would appreciate receiving electronic submissions, initially, to be followed by hard copies.

Applications are encouraged from international candidates as well as Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

[www.ucalgary.ca](http://www.ucalgary.ca)

**THE UNIVERSITY OF WATERLOO** — The anticipated start date for the position is July 1, 2003. Review of applications will begin on September 1, 2002 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reports or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: ID Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

**SIMON FRASER UNIVERSITY'S** Program in Public Policy seeks a tenure track Assistant Professor to begin September 1, 2003. A PhD in a relevant social science field, e.g., public policy, political science, economics, or sociology is required. The candidate will teach graduate courses in quantitative methods plus additional public policy courses at the higher levels of specialization. Teaching experience is preferred. The Public Policy Program is a new and innovative graduate program in higher fields of specialization. The program will offer the Masters in Public Policy, a two-year professional degree that emphasizes the development of techniques for public policy analysis and planning in public, private, and non-governmental organizations. Applicants should send a Curriculum Vitae, two-page summary of teaching and research plan, a copy of no more than three refereed publications (if available), and arrange to have three letters of recommendation sent to: Dr. Nancy Dwyer, Acting Director, Public Policy Program, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. The closing date for applications is December 1, 2002. The appointment is subject to University budgetary approval. Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**RELIGIOUS STUDIES** — The Department of Religious Studies of St. Thomas More College, the Catholic college federated with the University of Saskatchewan, invites applications for a tenure stream appointment in Religious Studies at the rank of Assistant Professor, commencing July 1, 2003. The candidate should have a completed PhD (or equivalent) or be close to completion, and show promise of excellence in teaching and scholarly research. We are seeking a candidate with a competency in Christianity in the modern world. Particularly beneficial would be a candidate with an interest in contemporary questions relevant to the Canadian context. Our department collaborates fully with the Religious Studies Department of the College of Arts & Science (UoS) and so the

**DEAN OF NURSING**

**UNIVERSITY OF CALGARY**

The University of Calgary invites applications and nominations for the position of Dean of Nursing for a five-year term commencing July 1, 2003. We seek a Dean who fosters an ethos of excellence in teaching, research and service, who brings us a vision of dynamic nursing practice and education, and who is a scholarly leader with proven administrative experience. The Dean of Nursing should qualify for an academic appointment at the Associate or Full Professor level.

The Faculty of Nursing works in collaboration with health professionals and organizations from local to international levels. This environment not only benefits our students but also provides for a lively and collegial atmosphere among peers. In addition to preparing competent beginning and advanced clinicians, and to generating and advancing nursing knowledge, the Faculty also aims to create an approach that encourages inquiry and responsiveness to ongoing health care changes. The new Dean will support and foster that mission which has been given added prominence by a newly approved institutional Academic Plan that identifies "advancing health and wellness" as one of the University's strategic academic priorities.

The Faculty of Nursing has 45 faculty members and over 60 adjunct professors who teach and conduct research in diverse areas. The Faculty's focus on research and teaching is demonstrated by 10 research units supported by the Southern Alberta Nursing Health Research Resource Unit and the innovative and interactive Nursing Commons, which includes the Learning Centre, the Nursing Skills Lab, and the Educational Technology Centre. The Faculty offers a diversity of programs which include several undergraduate Nursing degree tracks, a Nurse Practitioner Certificate Program, and both MN and PhD degrees.

The ideal candidate will possess a PhD, preferably in Nursing, and the following qualities: a strong record of and commitment to excellence in teaching and research, together with innovative approaches to health care; an ability to promote ongoing collaboration internally with students, faculty and university officials, and externally with the health care community, the public, and the health regions in Southern Alberta; and a leadership style that invites participation, inspires confidence, reflects accessibility, uses delegation appropriately, and relies on sensitive, transparent and inclusive communications.

For more information about the Faculty of Nursing, please consult: <http://www.ucalgary.ca/NU/>. Nominations and applications, including a curriculum vitae and three confidential letters of reference, should be submitted to: Margaret Stephens, Executive Secretary, Advisory Selection Committee for the Dean of Nursing, The University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4; Telephone: (403) 220-5462; Fax: (403) 289-6800 E-mail: [mstephe@ucalgary.ca](mailto:mstephe@ucalgary.ca). The closing date for applications is **October 15, 2002**. We would appreciate receiving electronic submissions, initially, to be followed by hard copies.

Applications are encouraged from international candidates as well as Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

[www.ucalgary.ca](http://www.ucalgary.ca)

## CAREERS CARRIÈRES

applicant should demonstrate a willingness and ability to work collaboratively, in an interdisciplinary environment and within the graduate studies program. Applications, including curriculum vitae, transcripts, representative publications, and teaching dossier (including, e.g., course evaluations and course outlines), should be sent to Chair, Dept. of Religious Studies, St. Thomas More College, 1437 College Dr., Saskatoon, SK, S7N 0W6. Queries regarding the position may be addressed to marjann.buisson@sttmc.ca. Letters assisting the applicant should be sent directly from three referees. All documentation should be received by the Department Chair by October 31, 2002. If possible, candidates should be available for preliminary interviews at the AAR Annual Meeting in Toronto. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas More College is committed to employment equity and welcomes applications from all qualified women and men, including persons with visible minority, persons with disabilities, and Aboriginal people.

**McMASTER UNIVERSITY**—The Department of Religious Studies invites applications for a full-time, tenure-track position in Early Christianity, beginning July 1, 2003. The position is at the level of Assistant Professor. We are seeking candidates with primary competence in the New Testament Gospels and secondary competence in Early Judaism. The Biblical field in our department focuses at the graduate level on Judaism and Christianity in the Greco-Roman Era. The successful candidate will be joining and will be expected to operate effectively in a research-oriented department with an active graduate program leading to the degrees of MA and PhD in Religious Studies. A completed PhD is required, along with demonstrated excellence in teaching and scholarship. Responsibilities will include undergraduate and graduate teaching and the supervision of graduate students. The successful candidate will be expected to carry out an independent research program yielding significant peer-reviewed publications. Applicants should submit a letter of application, a statement of research and teaching interests, a curriculum vitae, and a sample of scholarly writing. They should arrange for three confidential letters of reference to be sent. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity and welcomes applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. The deadline for applications is November 7, 2002. Submissions should be sent to: Dr. Eileen Schiller, Chair, Department of Religious Studies, McMaster University, 1250 Main Street West, Hamilton, Ontario, Canada L8S 4L1.

**THE UNIVERSITY OF TORONTO**—The Department for the Study of Religion invites applications for a tenure-track position at the level of Assistant Professor. The area is East Asian Religions with a specialization in Buddhism. Applicants should have a PhD in Religion, or in an other appropriate field. We are looking for a scholar with a firm grounding in the history of Buddhism from its origins through its development in East Asia. The successful candidate will have expertise in the study of East Asian Buddhism in original source languages, and will be conversant in one or more methodological approaches to the Buddhist tradition, such as historical, philosophical, psychological, sociological, anthropological. Knowledge of East Asian religious traditions other than Buddhism, and the ability to teach an introductory course in World Religions, would be highly desirable. Evidence of outstanding potential at a research scholar and as a teacher is required. Salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae, evidence of teaching effectiveness, and arrange for three letters of reference to be sent to Professor James Didenko, Chair, Department for the Study of Religion, 123 St. George St., University of Toronto, Toronto, Ontario, M5S 2E8. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective July 1, 2003. Applications should be received by October 21, 2002. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, members of sexual minority groups, and others who may contribute to further diversification of our community. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

### SOCIAL WORK

**THE UNIVERSITY OF WINDSOR** invites applications for two tenure-track faculty positions in the School of Social Work commencing either January 1 or July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Frank Hawkins, Head, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 3067; Fax: 519-973-7036; Email: [socwork@uwindor.ca](mailto:socwork@uwindor.ca). For information on the University of Windsor or the School of Social Work, contact Dr. Janice Drabick, Director, Faculty Recruitment at 877-665-6628 (toll free) or [recruit@uwindor.ca](mailto:recruit@uwindor.ca).

### SOCIOLOGY

**QUEEN'S UNIVERSITY**—The Department of Sociology invites applications for excellent teachers and researchers for a tenure-track appointment at the Assistant Professor rank, commencing July 1, 2003. Applications are invited from persons with a specialization in qualitative

sociology. The successful candidate will have a strong research and teaching record in advanced qualitative techniques (for instance, structural equation modeling, time series, hierarchical linear modeling), and a demonstrated ability and willingness to participate in the teaching of general methods and statistics courses at both the undergraduate and graduate levels. Candidates should have a PhD in Sociology. Salary is commensurate with experience and qualifications. Applications, including curriculum vitae, should be sent to: Dr. Carl Keane, Chair, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. Informal enquiries may be addressed to Dr. Carl Keane at [keane@post.queensu.ca](mailto:keane@post.queensu.ca). Applicants are encouraged to access the Department's website at <http://liver.queensu.ca/sociology/> for additional information. Closing date for receipt of applications and letters of reference is October 1, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.

**QUEEN'S UNIVERSITY**—The Department of Sociology invites applications from excellent teachers and researchers for a tenure-track appointment at the Assistant Professor rank, commencing July 1, 2003. Applications are invited from persons with a specialization in feminist sociology who can teach feminist theories at the undergraduate and graduate levels, and who can participate fully in the department's PhD specialization in feminist sociology. A strong research and teaching record in the areas of race and gender and/or postcolonial studies would be an asset. Candidates should have a PhD in Sociology. Salary is commensurate with experience and qualifications. Applications, including curriculum vitae, should be sent to: Dr. Carl Keane, Chair, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. Informal enquiries may be addressed to Dr. Roberta Hamilton at [hrh@post.queensu.ca](mailto:hrh@post.queensu.ca). Applicants are encouraged to access the Department's website at <http://liver.queensu.ca/sociology/> for additional information. Closing date for receipt of applications and letters of reference is October 1, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.



## Vice-President Academic

The Alberta College of Art & Design (ACAD) is one of only four publicly funded independent degree-granting institutions in Canada dedicated exclusively to professional visual art and design education. For over 75 years ACAD has been one of the nation's leaders in the provision of highly qualified graduates in art and design for the creative industries and cultures of the 21st century. The College is searching for a Vice-President Academic.

### The Position

Reporting to the President and CEO of the College, the Vice-President Academic is the senior academic position at the Alberta College of Art & Design. The incumbent is responsible for ACAD's leading-edge programs in Foundation, Liberal Studies, Design, Fine Arts and Media Arts & Digital Technologies. The role includes supporting and directing activities of the Library, Computing and Technical Services, Continuing Education and the Ilingworth Kerr Gallery.

### The Person

The Vice-President Academic is a leader who inspires excellence and the pursuit of the very highest standards in all aspects of the academic life of the College as it relates to teaching, research, creative and professional development activities. The incumbent brings superb academic qualifications and achievements to the position. This includes an academic and/or studio-based graduate degree combined with considerable professional experience.

### More Information

For further information about the College and this position please check our web site at [www.acad.ab.ca](http://www.acad.ab.ca) or contact: Dr. Desmond Rochford, President and CEO, Alberta College of Art & Design, 1407-14 Avenue NW, Calgary, AB T2N 4R3, Canada. E-mail: [desmond.rochford@acadnet.ca](mailto:desmond.rochford@acadnet.ca); Phone: (403) 264-7670.



## Dalhousie University Assistant/Associate Professor Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for one probationary tenure-track appointment at the rank of Assistant or Associate Professor, to commence July 1, 2003, pending budgetary approval.

The Faculty is particularly interested in scholars having a demonstrated interest in the areas of marine and environmental law. A suitable candidate will hold an LL.B. degree and a graduate degree in law or a related discipline.

Applications should include a curriculum vitae, university transcripts, and the names of three referees: academic referees are preferred, and at least one is required.

The closing date for applications is October 1, 2002. Applications should be forwarded to:

Dean Dawn Russell  
Dalhousie Law School  
6061 University Avenue  
Halifax, Nova Scotia B3H 4H9  
Tel: (902) 494-2114; Fax: (902) 494-1316  
or  
Applications may be made by e-mail, addressed to: [Heather.MacLeod@Dal.ca](mailto:Heather.MacLeod@Dal.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

If you are a member of one of the designated groups noted above and you wish to self-identify, please request and return a completed Voluntary Self-identification Questionnaire with your application.

## Excellence Innovation Discovery

### Canada Research Chairs

Mount Saint Vincent University seeks outstanding researchers as candidates for its allocation of Canada Research Chairs.

MSVU plans to nominate up to four Tier II Chairs in the following strategic research areas: Gender (encompassing a broad range of disciplines), Human Development (including the two sub-fields of Child/Family Development and Care, and Aging), and Technology Enhanced Learning. Appointments shall be at the Assistant or Associate Professor level, and will start as early as July 2003.

Candidates must be scholars with demonstrated potential of becoming world leaders in their field, and should have a commitment to collaborative and/or interdisciplinary research. Special attention will be given to the impact of the Chair on the Mount research community; a nominee must be engaged in a program of research that has the potential for the active involvement of faculty from a number of disciplines. Candidates should consult MSVU's Strategic Research Plan, including principles for nominating Canada Research Chairs, at [www.msvu.ca/research/canada\\_research.htm](http://www.msvu.ca/research/canada_research.htm).

Recognized as a world leader in innovative education for women, Mount Saint Vincent University is a dynamic, challenging and welcoming community. The University has about 40 full-time faculty engaged in teaching and research. Approximately 4,000 women and men from across Canada and around the world take advantage of its personalized approach and distinctive undergraduate and graduate programs.

Applications including a curriculum vitae, a five-year research plan and three confidential letters of reference sent under separate cover should be forwarded by October 11, 2002 to Dr. Donna Wooleott, Vice-President (Academic), Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Please note that all nominations are subject to review and final approval by the Canada Research Chair Secretariat. Details about the Government of Canada's program, including criteria for Chairs, can be found at [www.chairs.gc.ca](http://www.chairs.gc.ca).

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, Aboriginal persons, visible minorities and persons with disabilities.



Excellence • Innovation • Discovery



Schulich  
School of Business  
York University  
[www.schulich.yorku.ca](http://www.schulich.yorku.ca)

## Tenure-Stream Position in Supply Chain Management

The Management Science area of the Schulich School of Business at York University, Toronto, Canada invites applications for a tenure track position in Supply Chain Management at the Assistant or Associate Professor level. We are particularly interested in individuals capable of teaching and doing research in the field of supply chain management and, specifically, logistics or service operations management. Applicants must be willing to ground their research, whether empirical or mathematical modelling, in practice and issues of real world relevance. The Management Science area seeks scholars who will be committed to teaching in the BBA, MBA and PhD programs. Prior work experience and an MBA are valued attributes in any applicant. Priority will be given to those who have a completed doctorate.

Please send curriculum vitae to:

Wade Cook  
Management Science Area Co-ordinator  
Schulich School of Business  
York University  
Toronto, Ontario  
M3J 1P3 Canada

Salary and benefits are competitive. This position is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racially/visible minorities, persons with disabilities and Aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Management Science Area welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: <http://www.yorku.ca/cadajobs/index.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. However, all applicants will be given serious consideration.

# CARRIERS CARRIÈRES

**QUEEN'S UNIVERSITY** — The Department of Sociology invites applications from excellent teachers and researchers for a tenure-track position at the Assistant Professor rank, commencing July 1, 2003, in the sociology of communication and information technologies (CIT), including social implications of the Internet. Duties include undergraduate and graduate teaching and supervision, and conducting research in the CIT field, which is one of the Department's PhD concentrations, and also the theme of some lively and innovative research in Queen's leading research networks. Candidates should have a PhD in Sociology. Salary is commensurate with experience and qualifications. Applications, including curriculum vitae, should be sent to Dr. Carl Keane, Chair, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. Informal enquiries may be addressed to Dr. David Iton at [lyndap@queensu.ca](mailto:lyndap@queensu.ca). Applicants are encouraged to access the Department's website at <http://lupine.queensu.ca> for additional information. Closing date for review of applications and letters of reference is October 1, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

**THE UNIVERSITY OF WINDSOR** invites applications for a 24-month limited-term position in Social Psychology and a tenure-track position in

Family and Sexuality and two tenure-track positions in the area of Criminology in the Department of Sociology and Anthropology. For detailed position descriptions visit our website at: [www.socialeducation.com](http://www.socialeducation.com). Contact: Dr. Lorne Baskin, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2190, Fax: 519 271 3571, Email: [baskin@uwo.ca](mailto:baskin@uwo.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Daskin, Director, Faculty Recruitment at 877-655-6508 (toll free) or [recruitment@uwo.ca](mailto:recruitment@uwo.ca).

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has up to two tenure-track positions available, one in economic globalization and one in social inclusion/exclusion. Please see our full-page display ad in this issue or visit our Web at <http://artsci.concordia.ca/interimjobs.htm>.

**THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Sociology invites applications and nominations for a probationary position at the Assistant to Associate Professor rank in the field of social demography. Appointment is conditional on the successful applicant being approved as a Tier II Canada Research Chair. The successful candidate will have a completed PhD in sociology, demography, or a related area, and have demonstrated capacity to build a research programme in demography that will attract national and international attention. The Department seeks applications from candidates in all areas of social demography with a preference for scholars working in one or more of the following fields: population studies, mortality and health, migration studies, the environment, and population ageing. The Department

of Sociology has twenty-five full-time faculty members and provides a full range of programmes at the undergraduate and graduate levels. The PhD programme offers a specialization in the area of Social Demography, Sociology of Health and Aging, and Social and Social Change. To date, more than thirty students have graduated from our doctoral programme in demography. Our graduates are employed at leading universities, government agencies, and international organizations around the world. A complete curriculum vitae including the names of three referees, and sample publications should be sent to Professor J. White, Chair, Appointments Committee, Department of Sociology, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 3C2, Canada. The position is subject to budgetary approval. The Committee will begin reviewing applications on October 15, 2002. Though applications and nominations will be accepted until the position is filled, the University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

**LAKEHEAD UNIVERSITY** — The Department of Sociology invites applications for a probationary (tenure track) appointment at the rank of Assistant Professor commencing January 1, 2003. Department of Sociology is one of the largest departments in the Faculty of Social Sciences and Humanities. It is a research-intensive unit and the site of a Tier II Canada Research Chair in Technological Studies. The preferred candidate will have a primary specialization in one or more areas relating to law, as well as in culture and technology. A PhD and previous teaching experience is preferred. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the names and addresses of three referees to: Dr. K. Fidderson, Acting Dean of Social Sciences and Humanities, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications received before October 1, 2002 will be given priority.

**ST. THOMAS MORE COLLEGE** — The Department of Sociology at St. Thomas More College, a Catholic college federated with the University of Saskatchewan, invites applications for a tenure-track position in Sociology at the level of Assistant Professor commencing July 1, 2003. The STM Sociology department collaborates directly with and is integral to the scholarly work

of the Sociology Department at the University of Saskatchewan. The successful candidate will have a PhD in Sociology with specialization in the sociology of globalization, development, and the environment. The candidate will be expected to teach core sociology courses, such as introductory sociology, social theory, and methodology, and will have the opportunity to supervise graduate students. Applicants should send a letter, a full curriculum vitae, including a list of three referees, and a statement of teaching including teaching evaluations, and copies of written work and publications by October 31, 2002 to Dr. Eugenia Melville, Chairperson, Department of Sociology, St. Thomas More College, 4437 College Drive, Saskatoon Saskatchewan, S7N 0W6. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to Employment Equity. Members of designated groups, women, Aboriginal people, people with disabilities, and visible minorities are encouraged to self-identify on their application. For more information on the St. Thomas More College, visit our website at <http://www.stmcollege.ca> or contact Dr. Valenzuela at 306-966-8047 (voice), 306-966-8954 (fax), [egmelville@stmcollege.ca](mailto:egmelville@stmcollege.ca).

**UNIVERSITY OF TORONTO AT SCARBOROUGH** — Crime, Deviance, Criminology, Law and Society. The University of Toronto at Scarborough, Division of Social Sciences, invites applications for a budget-approved, full-time tenure-track position in Sociology at the Assistant Professor rank. The successful candidate will have a PhD in Sociology and will have a research and teaching interest in Crime, Deviance, Criminology or Law and Society, and will teach undergraduate and graduate courses in this area. Applicants must have a PhD by the time of appointment with strong graduate training in Sociology and potential for excellence in research and teaching. Teaching experience, especially in large classes, will be considered an asset. We particularly welcome candidates with research and teaching interests in diversity or methodology. The closing date for applications is November 8, 2002. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and arrange for letters of reference to be sent from three referees to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario M1A 1A4. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

**UNIVERSITY OF TORONTO AT SCARBOROUGH**, Division of Social Sciences, invites applications for a budget-approved, full-time tenure-track position in Sociology at the Assistant Professor level, to commence 1 July 2003. The successful candidate will have a research and teaching interest using quantitative methods. Applications are particularly invited in the areas of race, class and gender, media, and globalization. The successful candidate will teach undergraduate and graduate courses in their field of interest, as well as undergraduate intermediate methods. Applicants must have a PhD by the time of appointment with strong graduate training in Sociology, successful teaching experience, especially in large classes will be considered an asset. The closing date for applications is November 15, 2002. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and arrange for letters of reference to be sent from three referees to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario M1A 1A4. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

**DALHOUSIE UNIVERSITY** — The Department of Sociology, McGill University invites applications for a tenure-track position in Sociology at the Lecturer/Assistant Professor level, effective July 1, 2003, subject to budgetary approval. Applicants are sought with research and teaching specialization in fields relating to social justice with an emphasis in such areas as global and international social change and inequality, social conflict and social disorder, citizenship and human rights, surveillance, governance and security, international crime and global justice. Preference will be given to applicants whose scholarship will contribute to the Department's special areas of interest: health, social multiculturalism, inequality, work/industry/development, and who will contribute to the general requirements of teaching Sociology at the undergraduate and graduate levels. Opportunity also exists for involvement in the Department's M.A. programme in Social Anthropology. Applicants should possess a PhD degree or a PhD in hand in Sociology and have experience in university-level teaching. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Victor Thiesen, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4J9. The deadline for receipt of applications is October 15, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

**DALHOUSIE UNIVERSITY** — The Department of Sociology and Social Anthropology invites applications for a tenure-track position in Sociology at the Lecturer/Assistant Professor level, effective July 1, 2003, subject to budgetary approval. Applicants are sought with research and teaching specialization in fields relating to health and illness with expertise in areas such as new medical technologies, alternative health care, health policy, and the social organization of health. Preference will be given to applicants whose scholarship will contribute to the Department's special areas of interest: health, social multiculturalism, inequality, work/industry/development, and who will contribute to the general requirements of teaching Sociology at the undergraduate and graduate levels. Opportunity also exists for involvement in the Department's M.A. programme in Social Anthropology. Applicants should possess a PhD degree or a PhD in hand in Sociology and have experience in university-level teaching. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Victor Thiesen, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4J9. The deadline for receipt of applications is October 15, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

inequality, work/industry/development, and who will contribute to the general requirements of teaching Sociology at the undergraduate and graduate levels. Opportunity also exists for involvement in the Department's M.A. programme in Social Anthropology. Applicants should possess a PhD degree or a PhD in hand in Sociology and have experience in university-level teaching. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Victor Thiesen, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4J9. The deadline for receipt of applications is October 15, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

**MCILL UNIVERSITY** — Applicants are invited for up to five tenure-track positions, commencing August 2003. Appointments are likely to be made at the Assistant Professor level, but we will accept applications at all ranks in the following areas: social statistics, deviance, crime and social control, health and illness, work, gender and social development, and social justice. Candidates are sought with research and teaching specialization in fields relating to social justice with an emphasis in such areas as global and international social change and inequality, social conflict and social disorder, citizenship and human rights, surveillance, governance and security, international crime and global justice. Preference will be given to applicants whose scholarship will contribute to the Department's special areas of interest: health, social multiculturalism, inequality, work/industry/development, and who will contribute to the general requirements of teaching Sociology at the undergraduate and graduate levels. Opportunity also exists for involvement in the Department's M.A. programme in Social Anthropology. Applicants should possess a PhD degree or a PhD in hand in Sociology and have experience in university-level teaching. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Victor Thiesen, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4J9. The deadline for receipt of applications is October 15, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

## SOCIOLOGY & ANTHROPOLOGY

**WILFRID LAURIER UNIVERSITY** — The Department of Sociology and Anthropology invites applications for two tenure-track positions in Sociology at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. A PhD in sociology is required, preferably with some teaching experience. We are seeking individuals with specialization in two of the following areas: social inequality, medical sociology, race and ethnic relations, and multiculturalism. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Wilfrid Laurier University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

## CAUT ACPPU

### Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. Caut cautions that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contract Program. The program requires that all federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their award. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal people, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the Caut Bulletin may be asked to provide information of a confidential nature.

As a service to Caut members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. Caut publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005, tel: 202-737-5500.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPU n'accepte à ces fois les postes annoncés dans le Bulletin qu'en cas de motifs légitimes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne ou comme à l'établissement qui a l'intention de faire paraître une annonce restrictive de façon à la restrictive de Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement (fédéral) qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux de plus de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité en matière d'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on peut demander aux candidats à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités situées à l'étranger. Caut publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005, tel: 202-737-5500.

## TARIFS DE PUBLICITÉ

### SECTION DES CARRIÈRES

Grandes annonces ..... 4,25 \$/ligne  
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\* Commission de 15 % des annonces (illustrations prêtes à photographier)

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## AD DEADLINES 2002-2003

The Bulletin is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/02	August 14/02
October	September 9/02	September 16/02
November	October 7/02	October 14/02
December	November 7/02	November 14/02
January	December 2/02	December 9/02
February	January 8/03	January 15/03
March	February 7/03	February 14/03
April	March 7/03	March 14/03
May	April 7/03	April 14/03
June	May 7/03	May 14/03

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

## CAUT BULLETIN

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\* Agency commission 15% (frame already artwork required)

\*\* These prices indicate a colour advertising surface based on number of process colours used per page or fraction of page. Separations to be supplied by advertiser.

## DATES LIMITES 2002-2003

Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	août 21/02	23 août 2002
Octobre	9 septembre 2002	16 septembre 2002
Novembre	7 octobre 2002	14 octobre 2002
Décembre	7 novembre 2002	14 novembre 2002
Janvier	2 décembre 2002	9 décembre 2002
Février	8 janvier 2003	15 janvier 2003
Mars	7 février 2003	14 février 2003
Avril	7 mars 2003	14 mars 2003
Mai	7 avril 2003	14 avril 2003
Juin	7 mai 2003	14 mai 2003

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

## LE BULLETIN DE L'ACPPU

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# CAREERS CARRIÈRES

**WILFRID LAURIER UNIVERSITY** — The Department of Sociology and Anthropology invites applications for a tenure-track appointment in Anthropology at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. A PhD is required, preferably with some teaching experience. We are seeking an individual who has undertaken anthropological research pertaining to the intersection of culture, history, and power as expressed through issues of gender, ethnicity, environment, health, or human rights. The successful candidate will teach courses in a four-year undergraduate anthropology program. Applicants should send a 1 or 2 page cover letter, full curriculum vitae, the names and contact information for three referees, evidence of teaching excellence in anthropology, and a sample publication by Friday October 25th, 2002 to Dr. Andrew Lyons, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## SPANISH

**CONCORDIA UNIVERSITY** — Faculty of Arts & Science has one tenure-track position available in Twentieth and Twenty-first Century Spanish Peninsular Literature and Culture. Please see our full-page display ad in this issue or visit us on the Web at <http://sps.concordia.ca/careers/tenuretrack.htm>.

**DALHOUSIE UNIVERSITY** — The Department of Spanish invites applications for a tenure-track appointment at the level of Lecturer or Assistant Professor effective July 1, 2003. This position is subject to budgetary approval. Salary is commensurate with qualifications and experience. The candidate will be expected to teach Beginning Spanish and a wide array of Advanced Language and specialized Spanish Lit-

erature courses, both in Spanish and in English. The successful candidate will be responsible for all aspects of teaching and administering the classes, for promoting the use and development of Computer Assisted Language materials, as well as for administering the oral and written examination of our Certificate of Spanish Proficiency. The successful candidate should hold a PhD in the field of Linguistics and will have previous university teaching experience. Native or near-native competency in Spanish is required. Candidates should submit a curriculum vitae, a statement of teaching and research interests, evidence of teaching effectiveness and three letters of reference to Dr. Maria M. Jimenez, Chair, Selection Committee, Department of Spanish, Dalhousie University, 6355 University Avenue, Room 3025 Halifax, Nova Scotia B3H 4R9, Fax: 902-494-1937, by October 15, 2002. Inquiries about the position may be made by e-mail to [mimenez@dal.ca](mailto:mimenez@dal.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons in a visible minority, racially visible persons and women.

## STATISTICS & ACTUARIAL SCIENCE

**SIMON FRASER UNIVERSITY** — The Department of Statistics and Actuarial Science is searching for a Lecturer in the area of Statistics. Lectures positions are continuing non-research positions. The successful candidate must have a strong commitment to excellent teaching. An MSc in Statistics or Actuarial Science is minimally required, a PhD is recommended. One year experience in industry or government is recommended. Prior teaching experience is recommended. All courses in Statistics require the use of statistical packages. Prior experience with statistical packages is minimally required. Appointments may be required to use a package (e.g. SAS/SPSS/MiniTab/JMP or others).

as dictated by the Department for a particular course. Some courses use classroom management software such as Canvas or FirstClass or other — prior experience with these is recommended. Our Department has a strong applied focus with eleven faculty members. Further information about our Department is found at <http://www.stat.sfu.ca>. Information about SFU is available at <http://www.sfu.ca>. University policy governing Lecturer appointments are found at <http://www.sfu.ca/policies/academic/a12.01.html>. Deadline for applications is 30 September 2002. Please submit (a) your curriculum vitae and (b) your teaching portfolio. Also please arrange for three letters of reference to be sent to us that will comment on your teaching abilities. Send applications in confidence to: Carl Schwarz, Chair, Department of Statistics and Actuarial Science, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6. Phone: 604-291-3336, fax: 604-291-4368, email: [cschwarz@stat.sfu.ca](mailto:cschwarz@stat.sfu.ca). Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All appointments are subject to budgetary authorization.

## THEOLOGICAL STUDIES

**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in Systematic Theology. Please see our full-page display ad in this issue or visit us on the Web at <http://sps.concordia.ca/careers/tenuretrack.htm>.

**EMMANUEL COLLEGE OF VICTORIA UNIVERSITY** — The University of Toronto seeks a tenure-track Assistant Professor of Christian Education. Emmanuel is the United Church of Canada college in the Toronto School of Theology, a federation of seven theological schools affiliated with the University of Toronto. The successful candidate for this position will nurture our MRE program, spark the

educational passion of our M.Div. students, and collaborate with TST colleagues in building a strong advanced degree program. Located in mid-town Toronto, Emmanuel offers the opportunity to be in a vibrant, multi-cultural city and to take advantage of the resources of the University of Toronto, which includes graduate research in education at the University of Toronto's Institute for Studies in Education. Emmanuel is committed to diversity and actively welcomes applications from women, members of the First Nations, visible minority groups, persons with disabilities, sexual minority groups, and others who would represent enrichment of perspective in our community. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. A detailed position description is available by post or at [www.etsu.ca/emmanuel](http://www.etsu.ca/emmanuel). Applications, including cover letter, detailed CV, and the names of three referees, should be sent to: Prof. Peter Wyatt, Principal, Emmanuel College, 75 Queen's Park, Gees, Toronto M5S 1K7. Deadline for applications is October 31, 2002; the appointment is expected to take effect on July 1, 2003.

## THEORETICAL ASTROPHYSICS

**THE UNIVERSITY OF TORONTO** — The Canadian Institute for Theoretical Astrophysics (CITA) is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships of two to three years duration this year. The starting date will be 1 September 2003. Funds will be available for travel and other research expenses. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the faculty at CITA whose interests include cosmology, interstellar matter, nuclear and relativistic astrophysics, gamma-ray lasers, solar physics, star and planet formation. We would prefer excellent submissions. See the CITA web page at <http://www.cita.utoronto.ca> for instructions. Applicants unable to access the web should mail a curriculum vitae, statement of research interests, and arrange for three letters of recommendation to be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3B5. Deadline for applications and all letters of recommendation is 2 December 2002. Check CITA website for other postdoctoral opportunities (NATO, HSRC, NSF fellowships). Please contact Prof. Christopher Thompson ([thompson@cita.utoronto.ca](mailto:thompson@cita.utoronto.ca)) if you are interested in these fellowships. Please check website for specific deadline.

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